

## Diversity Advisory Committee Meeting

June 17, 2015  
9:00 a.m. -10:30 a.m.  
Board Room  
AGENDA

1. Welcome and Check-in
  - a. New member: Kimberly Frederick
2. Sharing and Publication of Student Poetry from Island Park Elementary
3. School and Community Conversation about Diversity
  - a. Confirmation of Dr. Pedro Noguera event—Wednesday, October 7, 2015 @ 2:30 p.m. MIHS Performing Arts Center (PAC)
    - i. Excellent Through Equity *Five Principles of Courageous Leadership to Guide Achievement for Every Student*
  - b. Parent Edge –Kathy Middleton (see email) Kathy will attend for Q/A
4. 2015-2016 Schools' Commitment to Diversity, Equity and Inclusion
  - a. Review June 1, 2015 Draft
  - b. Every school will have a Diversity Action Teams and will develop Action Plans
5. Review Proposed Fundamental 7—in Board Policy 2020
6. Next Meeting:                   TBD
7. Adjourn

Taken from the NEA website: <http://www.nea.org/tools/30402.htm>

There are five basic cultural competence skill areas. They apply to individual educators as well as the schools they work in and the educational system as a whole. Growth in one area tends to support growth in another (Adapted from Diller and Moule, *Cultural Competence: A Primer for Educators*, Thomson Wadsworth 2005):

- **Valuing Diversity.** Accepting and respecting differences—different cultural backgrounds and customs, different ways of communicating, and different traditions and values.
- **Being Culturally Self-Aware.** Culture—the sum total of an individual's experiences, knowledge, skills, beliefs, values, and interests—shapes educators' sense of who they are and where they fit in their family, school, community, and society.
- **Dynamics of Difference.** Knowing what can go wrong in cross-cultural communication and how to respond to these situations.
- **Knowledge of Students' Culture.** Educators must have some base knowledge of their students' culture so that student behaviors can be understood in their proper cultural context.
- **Institutionalizing Cultural Knowledge and Adapting to Diversity.** Culturally competent educators, and the institutions they work in, can take a step further by institutionalizing cultural knowledge so they can adapt to diversity and better serve diverse populations.