

Diversity Advisory Committee Meeting Minutes February 3, 2016

Dr. Plano welcomed everyone to the DAC meeting.

Dr. Plano reviewed the agenda. Noting that the DAC was formed about 18 months ago and new members have joined, Dr. Plano suggested it was time to revisit the committee's norms and agreements. He emphasized the importance of practicing deep listening skills and respect for others during the meetings, even though individual experiences may affect us emotionally. If we disagree with others, we should do so with respect and sensitivity.

Dr. Plano led an activity for developing meeting norms by dividing the group into three smaller groups. Each smaller group created a written set of proposed norms and objectives.

In the discussion that followed the activity, members shared several thoughts, including:

- Learn from the past but look forward.
- Staying accountable to the norms.
- When feeling uncomfortable, one could say, "Ouch, I am feeling uncomfortable" which makes the person speaking know immediately.
- This committee is not a complaint platform. We are solution oriented and well aware of issues. There is a difference between complaining and sharing.
- Self-reflection is helpful to learn how we have changed over the past 18 months.

Dr. Plano collected the written proposals from each group and will present a cohesive and blended set of norms and agreements at the next meeting.

Assistant Superintendent of Learning Services, Fred Rundle, shared data regarding the 2014-15 school year, including demographic discipline data about school discipline and suspensions. He noted the number of district students suspended in 2014-15, in the aggregate and based on their ethnicity. The data shows that suspensions based on each demographic subgroup generally correlates very well to the overall ethnic proportions in the larger student population with some minor exceptions, given the small numbers in certain subgroups. Fred mentioned that the school principals have been looking at this type of data for years in order for them to be aware of any biases that might show up in the data.

Fred then reviewed the Highly Capable Program data for 2014-15, which is also monitored closely by the District through the principals. All district students are tested in Kindergarten and 2nd Grade, and the selection model has been refined several times to ensure a uniform and fair process. The team reviewed the data, which showed a well-balanced program considering gender. It does not show a well-balanced model when race and ethnicity is considered. Fred noted that more work needs to be done here.

Dr. Plano spoke about Board Policy 1610, Equity and Diversity, which was adopted by the Board on January 28, 2016. David, speaking as an individual school board member, thanked the DAC and school committees. He noted that the final policy includes a strong set of values, and recognizes different types of potential bias and the value of training. Dr. Plano said that he is positive and proud about the content of the final policy, approved by the Board.

The discussion moved to proposed revisions of the DAC charter. Due to the absence of DAC members and shortness of time, Dr. Plano decided to table this discussion until the next meeting. He invited members to propose any other revision that might address the issues that were raised.

The DAC committee then viewed a [video](#) depicting a judgmental world and problems with bias. The video's message was to avoid judgment based on face value, and instead, get to know people better to encourage meaningful friendships despite cultural, religious and/or racial differences. Brief discussion followed with committee members agreeing it was a powerful video. There was agreement to show this short video on March 23, 2016, preceding the presentation of Dr. Pedro Noguera.

Dr. Plano reminded members that representatives from each school-based Diversity Action Team will attend the next DAC meeting on March 4, 2016.

Present: David D'Souza, Sophy Yang, Dr. Gary Plano, Wayne Perryman, Simmi Kher, Ivy Suzuki-Jaecks, Ed Holmes, Robin Wilt, Alex Hart, Ana Simoes, Eunyong Kim, Tahmina Watson, Fred Rundle, Mark Roschy, Julie Ogata Ciobanu.

Absent: Qian Wang, Ruth Saunders, Kimberly Frederick, Steve Pellerin, Aisha Jumaan, Pam Charney, Jolene Cook.