

**Diversity Advisory Committee**  
**Minutes of October 21, 2016**  
**12 Noon to 2 p.m.**  
**MISD Board Room**

**Members Present:** Chouchanik Airapetian, Chris Mochel, Irene Rajaqopal, Robin Li, Tumaini Coker, David D'Souza, Ivy Suzuki-Jaecks, Ana Simoes, Eunyoung Kim, Ed Holmes, Tahmina Watson, Simmi Kher, Alex Hart, Robin Wilt, Jolene Cook, Wayne Perryman, Ruth Saunders, Benson Wong, Aisha Jumaan, Erin Battersby, Dr. Gary Plano, Fred Rundle, Craig Degginger.

**Members Absent:** Andrew Ackley, Julie Ogata-Ciobanu, Manivong Ratts, Natalie Woods, Steve Pellerine.

**1. Welcome and Introduction of New Members**

Dr. Plano welcomed the new members present to the committee and asked the members to introduce themselves and recall what they were doing at this time 10 years ago.

**2. Norms and Agreements Review**

With several new members present for their first meeting, Dr. Plano reviewed the Norms and Agreements previously adopted by the group. The committee members gave a thumbs up again to the norms and agreed that they have served the group well since their adoption.

**3. Review Role/Purpose and Charter, Minutes of 9/20/16**

Dr. Plano reviewed the Purpose and Role, DAC Committee Charter and School Commitment to Diversity, Equity and Inclusion documents.

Continuing the discussion from the Sept. 20 meeting, committee members felt strongly that now that the DAC is in its third year of existence, these three documents need revision to reflect the progress the group and the community has made toward celebrating diversity and inclusion.

In particular, some members asked that the "changes in demographics" and "adaptive need" be removed from the documents and to reflect that the community both celebrates and embraces diversity. Also discussed was the language in the document regarding the desire to eliminate bias.

Following extensive discussion of detailed revisions to the three documents, Erin Battersby volunteered to put them in draft form and they would be posted on the DAC meetings page for review prior to the Nov. 18 meeting.

**4. Discussion on Alternative approaches when dealing with race-based discrimination**

Eunyoung Kim and Robin Wilt expressed the need for additional resources when dealing with race-based discrimination. They shared a desire for the process to be

more aligned with the notion of 'restorative justice' lead by a counselor in order to seek perhaps reconciliation and rehabilitation in lieu of discipline. They met with Mercer Island Youth and Family Services Director, Cindy Goodwin, who expressed an interest in having the MIYFC counselors take an active role. Dr. Plano is supportive of this idea and asked them to meet with him during the week of October 24 on drafting some language that would be considered by him and the DAC. Alex Hart expressed support for the idea and shared and discussed personal experiences of racial discrimination that her sons faced in the MISD schools, which included one of her sons being called the "N" word. She said current policies/procedures don't provide ways to address emotional needs of parents and families. Creating an option for mediation would be helpful to both parties.

Following her comments, committee members discussed at length various approaches to dealing with these situations. Dr. Plano, Erin and Fred said they would look at current district policies to see where this might be implemented and will seek the committee's guidance.

### **5. Learning and Diversity**

Dr. Plano said the school diversity action teams would be joining in the DAC meetings every other month beginning in November. Fred Rundle briefly discussed the work of the school teams thus far, reading and discussing Dr. Noguera's book together, the appearance by Dr. Caprice Hollins at the Pre-Service Day in August, and including their work in this year's school improvement plans are making a difference at the building level.

Dr. Plano concluded the meeting by showing a video entitled, *Stop the Lies*, which showed children discussing ethnic and racial stereotypes.

**6. The meeting was adjourned at 2 p.m. Next meeting, Friday, Nov. 18, 12 to 2 p.m., MISD Board Room.**