

Diversity Advisory Committee Meeting Minutes December 2, 2015

Dr. Plano welcomed everyone and three new members to the Diversity Advisory Committee: Pam Charney, Jolene Cook, and Robin Wilt.

Dr. Plano reviewed the agenda for this meeting. He then asked the group to share insights about the Board Meeting on November 17 attended by several the Diversity Advisory Committee members. The Committee felt there was lots of encouragement and recognition from the board. It was an important step and one in the right direction to meet with board members and answer questions and share insights.

Draft # 3 of Board Policy 1610 – Equity and Diversity was reviewed next by the committee. Dr. Plano pointed out the slight changes to the Board Policy 1610 after the board review on November 12. Pam Charey felt the need to include gender and disability aspect of diversity in the opening of the policy. There was rich conversation around the need to address the issues of race and culture as a primary focus but with other comments around the need to be inclusive of all aspects of diversity, including disability and gender expressions. Dr. Plano shared the original plan to focus on race and national origin as a first important step, to recognize the need to expand our present focus. Rev Wayne Perryman said that he learned at the Diversity conference at the PSESD 121 meeting last year, that the Department of Justice evaluates the school's diversity program based on race and culture. It was suggested that as a group we want to talk about racial equity and not dilute the issue of race. One idea was posited that another committee be formed which deals with the issues of gender and disability diversity and the two groups could meet together sometimes. Rev Perryman reminded everyone that the role of the Diversity Advisory committee is to advise and not set policies. Dr. Plano also pointed out that the matter was now out of our hands in the hands of the board.

The conversation moved to viewing the Nigerian author Chimamanda Adichie's TED *talk* '*The danger of a single story*'. Simmi Kher led a discussion on how educators can make space in their classrooms for students to open up and tell their own stories. A healthy discussion revolved around this topic as well as the need to look beyond the single story perceptions of our students. Rev Perryman suggested that the 'BRIDGES class (high school advisory program) should be replaced by a class on 'Cultures.' Jolene cook suggested that the committee should view the TED talk by the educator Rita Pierson, ['Every kid needs a champion'](#).

Dr. Plano pointed out to everyone present in preparation for the next month's meeting to email their thoughts on what data they believe school teams need to examine and address in order to remove obstacles and barriers confronting diverse student populations.

He further reminded that School – based Diversity Action Teams representatives will attend the January 8 Diversity Advisory Committee meeting next month, and meetings thereafter.

He reminded everyone of the DAC dates calendared for the future Diversity Advisory Committee meetings. January 8; February 3; March 4; April 6; and May 6. All of the meetings will be in the Board Room from 11:30-1:30 PM.

Present: David D’Souza, Sophy Yang, Dr. Gary Plano, Wayne Perryman, Simmi Kher, Ivy Suzuki-Jaecks, Ed Holmes, Pam Charney, Robin Wilt, Jolene Cook.

Absent: Julie Ogata Ciobanu, Qian Wang, Alex Hart, Ruth Saunders, Kimberly Frederick, Ana Simoes, Eunyoung Kim, Steve Pellerin, Asiha Jumaan, Tahmina Watson