

MINUTES
Superintendent's Diversity Advisory Committee
February 9, 2018
MISD Board Room

Members Present: Chouchanik Airapetian, Tumaini Coker, Benson Wong, David Hoffman, Aaron Miller, Erin Battersby, Donna Colosky, Jolene Cook, Julie Ogata Ciobanu, Robin Li, Wayne Perryman, Henterson Carlisle, Brian Giannini Upton, Fred Rundle, Craig Degginger, Ed Holmes, Tahmina Watson. Guest: Heidi Jenkins, Lakeridge principal.

1. Welcome and Check In

Superintendent Colosky opened the meeting at 12:05 p.m. She welcomed new S-DAC member, Brian Giannini Upton, who joined the School Board in December. Those present reintroduced themselves.

2. Approval of Minutes

The minutes of the December 1, 2017 meeting were approved.

3. Equity Training Update: PSESD/WSSDA Educational Equity Convening

Donna reported that she attended this conference with School Board President Tracy Drinkwater and Director Brian Giannini Upton, and many other districts. Those in attendance heard from leaders throughout the Puget Sound area. Breakout groups at the conference discussed how to lead through a lens of equity. The conference provided an opportunity to learn what other districts are doing with regard to promoting equity and inclusion.

4. Recruiting Update: Diversity Career Fair at University of Washington

MISD Senior Director Erin Battersby discussed the District's recent participation in the Diversity Career Fair at UW. This career fair was open to all students rather than education-specific. MISD, attending for the first time, was the only K-12 district in attendance at this fair. The District will be attending a number of career fairs later this winter and into spring. Erin noted that job applicants are attracted by our District's commitment to diversity.

Some discussion occurred about how many applicants typically apply for District positions. IMS Co-Principal Aaron Miller commented about attending a job fair a few years ago in Michigan as part of the District's efforts to attract a more diverse applicant pool. Aaron noted that, at this fair and others he has attended more recently, he was struck by the lack of people in general going into education careers and the lack of minority candidates.

Additional comments were made about the significance of lead time for recruiting and hiring, and the impact of budget uncertainties, such as last year when state education funding was uncertain until summer. Erin commented about other potential alternative pathways to teaching for some candidates now serving as paraeducators. She reminded the members that MISD's Diversity Action Plan is available on the District's webpage.

5. School Updates: Overview of school activities in honor of African American History Month

Representatives from the elementary and secondary levels provided detail of activities in recognition of African American History Month. At IMS, lessons about African American History were presented during that month. Guest speaker and author-poet Charles Waters presented a powerful assembly for all grades. At MIHS, social studies teacher, Mike Radow, organized a talk and discussion series.

Due to a lack of time, discussion of the article, *Equity vs. Equality*, and S-DAC goal-setting for 2017-18 were set aside until the next meeting. An individual member expressed concerns regarding fewer meetings this year, goals for the S-DAC, budget review for 2018-19, and not getting through the meeting agenda.

Next Meeting: 3/23/18; 12:00pm -1:30pm

The meeting was adjourned at 1:45 p.m.