

Superintendent's Diversity Advisory Committee Meeting

February 24, 2017
12:00 p.m. – 2:00 p.m.
MISD Board Room

Members Present: Eunyoung Kim, Simmi Kher, Robin Li, David D'Souza, Ruth Saunders, Irene Rajaqopal, Tahmina Watson, Dr. Gary Plano, Fred Rundle, Craig Degginger.

Members Absent: Chouchanik Airapetian, Jolene Cook, Julie Ogata-Ciobanu, Aisha Jumaan, Chris Mochel, Ed Holmes (excused), Wayne Perryman, Alex Hart (On Leave), Ana Simoes, Natalie Woods, Steve Pellerine, Tumaini Coker, Benson Wong (excused), Erin Battersby (excused).

Welcome and Check-in:

Dr. Plano called the meeting to order at 12:00 p.m.

Restatement of S-DAC Norms and Expectations

To help facilitate an effective meeting, Dr. Plano reread the norms and expectations previously adopted by the committee.

Review and approve minutes from the January 20, 2017 meeting

ACTION ITEM	APPROVED
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The committee reviewed minutes of the January 20, 2017 meeting. The minutes were approved unanimously.

Discussion and action on S-DAC Charter revision of 1/20/17

ACTION ITEM	APPROVED
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Dr. Plano presented the draft revisions to the Charter as had been discussed at the January 20 meeting. He praised the committee's group work on this over the last several meetings and recommended that it continue to be reviewed annually along with the group norms and the S-DAC's role and purpose.

Dr. Plano was asked what measurements and indicators are in place to monitor the success of the district in the area of diversity.

Dr. Plano stated that there are both qualitative and quantitative methods for monitoring the diversity goals. As an example he said individual schools have developed action plans, and they will come to the S-DAC meetings every other month, giving a qualitative report on their work. He showed the committee where those school diversity plans exist on each school's web site. Dr. Plano also showed the committee the Board report on the district's webpage entitled "Ends Monitoring" which is in a pull down menu under School Board. There one will find both qualitative and quantitative indicators as part of the monitoring Fundamental 7. He said he would share the 2017 report of Fundamental 7 (Diversity) at the next meeting. In addition, each school has a diversity budget, helping to fund such activities as Dr. Caprice Hollins' work with staff and the community and other activities. The district has committed more than \$200,000 to this work around diversity for the 2016-17 academic year.

Asked about staff demographics, Dr. Plano showed the document on the S-DAC webpage detailing diversity among MISD staff and the district's Affirmative Action Plan. The district continues to recruit widely for both certificated and classified positions. Tahmina Watson suggested reaching out to recent refugees who may be highly qualified but under employed. Dr. Plano commented about the need for substitute teachers and he encouraged everyone to spread the word about that need to those refugees who may be qualified to obtain an emergency substitute certification from the Office of the Superintendent of Public Instruction (OSPI).

With the addition of the measurements and indicators column to the document, the committee unanimously reaffirmed the S-DAC charter.

Draft policy language on Restorative Justice Concept

Dr. Plano presented the proposed language and tracked the committee's changes to the document from the January 20 meeting.

The committee then went through the document line-by-line, reaching consensus on the following revised language:

Restorative Justice Process in lieu of discipline

Upon mutual agreement of the parties, the restorative justice process provides a safe and confidential opportunity for students to learn empathy through accountability and the act of apology.

As an alternative for discipline following an investigation, a school principal or designee may request that a trained staff member in dispute resolution or counselor (e.g., Mercer Island Youth and Family Services staff) facilitate a meeting in the form of a restorative justice conference with an alleged initiator of the action and the impacted individual along with their parents as agreed to and as appropriate. Such a conference will be held in strict confidence.

As a learning institution, we believe that a restorative justice conference permits students to acknowledge their mistakes, grow emotionally from such experiences and move on without the stigmatizing labels that often follow such behaviors.

Upon mutual agreement the intent of the conference is to allow the student who caused harm to learn the following: how his/her behavior affected others; apologize; and consider alternative methods to repair the unresolved student-to- student relationship. Such methods may include levels or tiers of interventions and include community service as recommended by the impacted individual and/or parents.

In addition to the restorative justice conference as an alternative for the imposition of student discipline, there may be some situations that will also require discipline (e.g., in and/or out-of school suspension). These situations are case specific and determined by the principal or designee.

S-DAC Member topics

a. Nextdoor.com comments regarding MISD:

Eunyoung Kim explained that recently a person who no longer lives on Mercer Island posted allegations of institutional racism against the district on Nextdoor, which is a social

media platform limited to residents of the Island. This person has been reported to Nextdoor, as he should not be allowed to post as a non-resident.

The meeting was adjourned at 2:00 p.m.

Next meeting, March 17, 2017, 12 p.m. to 2 p.m.