

MINUTES
Superintendent's Diversity Advisory Committee
March 23, 2018
MISD Board Room 12:00 p.m. to 1:30 p.m.

Members Present: Chouchanik Airapetian, Chris Mochel, David Hoffman, Aaron Miller, Donna Colosky, Jolene Cook, Julie Ogata Ciobanu, Robin Li, Wayne Perryman, Henterson Carlisle, Brian Giannini Upton, Fred Rundle, Craig Degginger, Tahmina Watson.

Welcome and Check In

Superintendent Donna Colosky opened the meeting at 12:05 p.m.

Review Minutes of Prior Meeting (2/9/18)

The committee reviewed the minutes of the Feb. 9, 2018 meeting. Jolene Cook asked if the Minutes could be revised to include her remarks at the end of that meeting. She had remarked about fewer meeting times than in past years, goals for the S-DAC, budget review for 2018-19, and not getting through the meeting agenda. The committee reached consensus to revise the minutes to reflect those comments.

Some discussion occurred about those remarks and Jolene's interest in knowing the amount the District spends on teaching and learning about diversity. Superintendent Colosky noted that as an advisory committee, the S-DAC does not have a dedicated budget and spending in this regard can only be estimated. The committee also discussed having timed agenda items to limit discussions on individual agenda items, and how members might help with prioritizing issues to address.

Review Norms and Agreements and S-DAC Purpose and Goals

Donna congratulated the committee on goals that have been achieved to date, including passage of Board Policy 1610, Equity and Diversity, the addition of Fundamental 7 (Board Policy 2020), and addition of restorative justice in areas of discipline. Some discussion occurred about the recent student-initiated threat incidents and raising student and family awareness of the District's discipline policies. Some additional comments were made about documenting HIB incidents and tracking the District's improvement in this regard.

Informational Reports

1. Summary of Student-Walkout (following national movement after Parkland shooting)
MIHS: Associate Principal Carlisle commented that about 800 MIHS students walked out of class for 45 minutes, gathering in the school amphitheater, and listened to various student and guest speakers. This followed many conversations between organizers, school administration, along with the district office.

IMS: Co-Principal Miller reported that at the middle school the students gathered on the track outside for 17 minutes. Students then returned to class.

2. Board Monitoring of Fundamental 7

Assistant Superintendent Rundle reported on the recent School Board monitoring of Fundamental 7, *Foster and embrace diversity, inclusiveness, and equity with a focus on respect and acceptance of every student*. The report is available here:

[https://www.boarddocs.com/wa/misd/Board.nsf/files/AWWVZR8334AF/\\$file/Fundamental%207%202018%20Monitoring.pdf](https://www.boarddocs.com/wa/misd/Board.nsf/files/AWWVZR8334AF/$file/Fundamental%207%202018%20Monitoring.pdf)

He reviewed the qualitative indicators, including a breakdown of race and ethnicity, noting the change in demographics. He also reviewed the results of a parent survey of English Language Learners (ELL), noting continued growth in the ELL program.

The District has been monitoring the gender and race/ethnicity distribution within its Highly Capable Program over the past several years. A review is currently underway to help determine the best model to meet the needs of all students. Academic course access was investigated with the use of proportionality metrics for a variety of sub-groups. In reviewing these data, it was noted that gender enrollment is proportional to the overall school population. With regards to ethnicity/race, there is under-representation of Black/African American and Hispanic students in both AP and Honors courses, and students of two or more races in AP courses. Additional qualitative indicators included the S-DAC, and reports from each school's diversity action team.

School Updates

1. Elementary

Every school celebrated Black History Month in February with activities and/or guest speakers. Northwood and West Mercer have worked on promoting kindness and inclusiveness, with "Start with Hello" weeks. More professional development sessions have been held with Ben Ibale on cultural responsiveness.

2. Middle School

At IMS, lessons about African American History were presented during Black History Month. Guest speaker and author-poet Charles Waters presented a powerful assembly for all grades

3. High School

The film "Hunting Ground" was shown to 12th graders, and the film "Angst" was shown to 9th graders.

The meeting was adjourned at 1:35 p.m. Next meeting is Friday, May 11, 12:00 p.m.-1:30 p.m. in the MISD Board Room.