

Superintendent’s Diversity Advisory Committee Meeting

March 17, 2017

12:00 p.m. to 2:00 p.m.

MISD Board Room

Members Present: Aisha Jumaan, Benson Wong, Chris Mochel, Eunyoung Kim, Jolene Cook, Julie Ogata-Ciobanu, Simmi Kher, Ruth Saunders, Irene Rajaqopal, Wayne Perryman, Tahmina Watson, Dr. Gary Plano, Fred Rundle, Erin Battersby.

Members Absent: Chouchanik Airapetian, David D’Souza, Ed Holmes, Alex Hart (On Leave), Ana Simoes, Natalie Woods, Robin Li, Steve Pellerine, Tumaini Coker, Craig Degginger

Welcome and Check-in:

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

Members expressed appreciation of the statement released by Dr. Plano in response to the SJCC threat and in support of the Jewish community. It was also noted that Police Chief Ed Holmes also made a statement.

- Dr. Plano provided education-related information regarding immigration issues, including families who are undocumented. He expressed sadness after learning about some families in the Puget Sound region who have asked to be removed from Free and Reduced Lunch Programs in various school districts. He explained this came about when a leaked “unsigned” Executive Order was distributed which stated if undocumented families "abuse" public assistance they risk adverse action by Immigration and Customs Enforcement (ICE).
- Dr. Plano noted that we have not seen that occur here. However, he noted that our Schools Foundation has agreed to pay for any families who might opt out of the Program due to such a reason.
- Tahmina is a resource for the “Know Your Rights” events that are occurring in our region and has agreed to be a resource.

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 February 24, 2017 meeting

Action Item	The minutes of the Feb. 24 meeting were approved. Benson Wong abstained. Jolene Cook is going to email Dr. Plano regarding concerns she has related to previously approved minutes. Those concerns can be addressed at the next meeting.
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Final draft policy language on restorative justice

The SDAC reviewed the Restorative Justice Process as edited by the district Leadership Team. The committee discussed whether the consideration or application of the restorative justice process can occur during the discipline determination process. There were a number of changes recommended by the S-DAC.

Action Item	The committee approved a unanimous recommendation of support for the adoption of the restorative justice process as it was amended.
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Review of student discipline by demographic categories

Dr. Plano discussed the data and clarified where it can be located on the website under the agenda from the 2/24/17 meeting.

Pride of Humanity Month

Wayne Perryman suggested a Humanity Month be held to encourage diverse people to come together to be accepting of one another. He explained the Humanity Flag includes light blue for brighter days, white represents wish for peace for humanity, and gold is the priceless value of humanity. He encouraged all members to voluntarily find some project where they can serve other people, such as hosting unity lunches or dinners.

A subcommittee was created to think of ways to bring Humanity Month or the values of the same into the schools: Wayne, Eunyoung, Simmi, Irene, Ruth, Aisha and Julie all volunteered to serve.

Diversity Fundamental 7 monitoring (March 23, 2017 Board Report)

Dr. Plano said the School Board will be monitoring Fundamental 7 on March 23 and a link to the Monitoring Report is on the SDAC web page under the March 17 meeting. He highlighted the Board report.

School-based Diversity Action Team reports

MIHS – Vicki Puckett

IMS - Kathy Shaner

Elementary Schools – Carol Best, Lisa Deen, Kristin Kim, Brooke Carwithen and Annmarie Laird.

The school-based teams provided qualitative updates:

All Elementary Schools

The elementary teams have planned three meetings this year with Dr. Hollins. Racial bias was the focus of the January meeting. April will be about privilege. May will include instruction on how to lead those difficult conversations with our students.

West Mercer

Ben Ibale from WEA came to West Mercer to discuss and train staff on cultural competency and how to lead those conversations in the classroom.

At West Mercer and Northwood, guided language acquisition by design has been embraced to support the ELL students, including six full days of instruction and learning to share out with others.

Island Park

The Island Park Diversity Team meets monthly to participate in diversity-related book/article studies and to monitor initiatives in the areas of staff development, data collection, community and school-wide events, classroom activities and curriculum. Its focus this year has been around gender equity.

Lakeridge

After meeting with Dr. Hollins, the Lakeridge team did the following: created norms for the group; took the implicit bias test; wrote *I Am* poems; and held a book study with staff members. The school also held an International Night, a 3rd graders culture project, and received teacher training from Chinese parents about cultural differences.

Northwood

The Northwood team's focus this year has been the following: to learn more about the students they serve; to continue to develop its instructional strategies and curriculum options to engage diverse learners; and to celebrate and honor the diverse Northwood community through curricular events and community involvement events.

IMS

The IMS team recently did a social studies curriculum analysis with each grade level presenting. In particular, the team was interested in curriculum pieces where they helped students grow in taking multiple perspectives.

MIHS

The team meets twice monthly to plan staff and student activities. At the recent March 9 staff professional development event after school, staff chose two sessions to attend, including Implicit Bias, Equity Work, LGBTQ students and microaggression (what is it and how to overcome it).

Information

1. March 9, 2017 Superintendent statement on JCC event of 2/27/17 – district website
2. School-based Diversity Action Teams scheduled for: 5/19/17
3. Next S-DAC Meeting: April 21, 2017
4. MISF Breakfast of Champions Event and Pathfinders Recognition April 25, 2017