

Superintendent's Diversity Advisory Committee Minutes

Friday, October 27, 2017
12:00 p.m. to 1:30 p.m.
MISD Board Room

Members Present: Tumaini Coker, Benson Wong, David Hoffman, Aaron Miller, Erin Battersby, David D'Souza, Donna Colosky, Julie Ogata Ciobanu, Chris Mochel, Robin Li, Eunyoung Kim, Wayne Perryman, Henterson Carlisle, Tahmina Watson, and Fred Rundle.

Welcome and Check-in:

The meeting was called to order by Superintendent Donna Colosky at 12:05 p.m. and began with introductions of all those present.

After a minor typographical error correction, the minutes from the S-DAC meeting of May 19, 2017 were unanimously approved.

Video:

The S-DAC watched a video: "Know your Why?" When you know your "why," your "what" has more impact. Superintendent Colosky noted that all of our efforts on the committee are really about passion and that so much of the work we are doing is as lead learners.

Exercise:

Following the video, Aaron Miller, co-principal of Islander Middle School, led the group in an equity "Diversity Toss" exercise. In this exercise, each S-DAC member was given six cards to identify characteristics of themselves. These cards were then taken away. A discussion ensued about the process and impact of the removal of the cards.

Discussion:

Following the exercise, a member asked Superintendent Colosky about the change in the S-DAC schedule. Some members appreciated the changes while others found it concerning. Donna responded that the length and frequency of scheduled meetings were reduced because she wants to be respectful of people's time, and she believes meetings in excess of 90 minutes result in diminishing returns. Also, because the S-DAC now includes representatives from each school level so there is not the need to have the schools attend on a periodic, meeting specific basis. The school-based voice is now a constant for the S-DAC.

There was discussion that the S-DAC needed a goal for the calendar year. There was also a discussion that the topic of increasing staff diversity should be put on a future agenda. District staff noted that the Human Resources department continues to work intentionally on staff diversity and the Board monitors the same. The District welcomes input from the committee on ideas and strategies for increasing staff diversity. Erin Battersby is to email the team an overview of the recent house bill regarding paraeducators.

ONE (Organizing Network of Equity) MI: Tumaini Coker gave a brief description of this group. ONE MI was formed to create a support network for families on the Island. The idea is to shine a light on cultural diversity on the Island. The group has a Facebook page with about 100 families with students at all levels in the District. Tumaini will bring a list of planned activities to the next meeting.

Educational Equity: The Superintendent closed by asking the group to think about what does equity mean for MISD schools? Those present received a hand out: *Equity vs. Equality: Eliminating Opportunity Gaps in Education.*

For next meeting: The group will review the S-DAC norms and agreements.

The meeting was adjourned at 1:50 p.m.

Next meeting, December 1, 2017, 12 to 1:30 p.m., MISD Board Room.