

Superintendent's Diversity Advisory Committee
Minutes

Friday, December 1, 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, Donna Colosky, Jolene Cook, Julie Ogata Ciobanu, Chris Mochel, Robin Li, Eunyong Kim, Wayne Perryman, Henterson Carlisle, Steve Pellerine, Irene Rajaqopal, Fred Rundle, Ruth Saunders, Craig Degginger, Ed Holmes.

Welcome and Check In:

Members again introduced themselves to the whole group; David, Aaron and Henterson represent the elementary, middle and high school levels.

Minutes:

The minutes of the October 27, 2017 meeting were distributed and approved, after clarification that Erin distributed copies of the house bill regarding paraeducators and One MI has about 100 members rather than 60.

School Diversity Team Updates:

High School/Henterson Carlisle

The MIHS diversity team meets at least twice a month. This year four high school staff meetings are being devoted to courageous conversations and using a lens for equity. He distributed the norms from Glen Singleton for engaging in conversations about racism and privilege. The high school staff is interested in how we reach our students and how to have these courageous conversations, referring to a recent article in MIHS newspaper, The Islander, around the need to discuss racial issues at MIHS.

Middle School/Aaron Miller:

Last year the IMS diversity team looked at English Language Arts and Social Studies curriculum and does it reflect the diversity in the school

This year's goal is to work toward completing a year-long program celebrating components of diversity. What do we want to have experienced and areas of growth, those student-centered outcomes, and how do we measure success? Have we achieved equity in activities and in such areas as our Highly Capable program and equity in achievement?

Elementary Schools/David Hoffman:

PTA grants helped buy books that bring diversity into the library collections. He showed several picture books that reflect diversity and equity. Each elementary school is having a culture fair or international night this year. Mindfulness is ongoing work in all the schools, as is the Second Step emotional social and anti-bullying curriculum. Ben Ibale is coming to work on cultural competency with all our schools.

Staff Training:

Fred discussed upcoming training by the Puget Sound ESD, having attended a three-day session on leading with an equity lens. This continues the work done previously in the District with Ben Ibale and Dr. Caprice Hollins. How can we accomplish that in our buildings, for the best professional development, cultivating our own individual why and how we use that equity lens in our buildings and into the community? The District is expected to launch that work this spring.

Workforce Diversification and Inclusion Plan: discussion of MISD's 5-year plan This newly revised plan is available online here:

<https://www.mercerislandschools.org/cms/lib/WA01001855/Centricity/Domain/40/2017-2022%20Affirmative%20Action%20Plan.pdf>

MISD will be participating for the first time in the Diversity Career Fair Jan. 31 at UW.

Review of the Norms and Agreements, discussion of article on Equality vs Equity and S-DAC goal setting for 2017-18 will be set aside for upcoming meetings.

Next meeting: February 9, 2018, 12 noon to 1:30 p.m., MISD Board Room.