

Superintendent's Diversity Advisory Committee Meeting

May 19, 2017

12:00 p.m. – 2:00 p.m.

MISD Board Room

Members Present: Aisha Jumaan, Benson Wong, Chris Mochel, David D'Souza, Ed Holmes, Julie Ogata Ciobanu, Ruth Saunders, Simmi Kher, Tahmina Watson, Steve Pellerine, Wayne Perryman, Irene Rajaqopal, Ana Simoes, Nina Li Smith, Gary Plano, Fred Rundle, Craig Degginger. Guests present: Ivy Suzuki-Jaecks.

Members Absent: Alex Hart, Chouchanik Airpetian, Jolene Cook, Eunyoung Kim, Robin Li, Natalie Woods, Robin Wilt, Tumaini Coker, Erin Battersby.

Welcome and Check-in

In honor of his retirement, the S-DAC members presented Dr. Plano with a photo framed and signed by all the members present.

Dr. Plano called the meeting to order at 12 p.m., welcoming Nina Li Smith to the meeting. He thanked the members for their wonderful gift and their time and efforts since the S-DAC was created, and asked the group to please talk about their goals for this committee going forward in the coming year. They expressed how the SDAC can continue to be a conduit to the new superintendent, engage the broader community and celebrate and build on diversity, equity and inclusion on Mercer Island.

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 April 21, 2017 meeting

Action Item	The minutes of the April 21 meeting were approved. A change was made to the minutes to reflect Irene was present at that meeting.
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New Family Event/Pride of Humanity Month

The committee discussed holding a third annual New Family Event in October, date and place to be determined. Several committee members volunteered to help plan the event. Wayne Perryman discussed the planned Pride of Humanity Month next April, an effort to share humanity in any way possible. A subcommittee will continue to work on this effort as well.

Discussion—Measures and metrics for goals identified in Charter

Dr. Plano reviewed the updated measures and metrics for the goals identified in the S-DAC Charter following the discussion at the April 21 meeting.

He reviewed again Fundamental 7, showing examples from Fundamental 7's monitoring report, showing the district's commitment to diversity, equity and inclusion. Annually the Board uses a variety of metrics collected by the Superintendent and shared with the Board for its monitoring of Fundamental 7 posted here:

<http://www.mercerislandschools.org/domain/1610>

He said the school teams present today will continue to present updates every other month.

Superintendent Search Update

David D'Souza provided a brief update on the current search for Dr. Plano's successor. He showed the superintendent search web page that is frequently updated. Following the survey and establishment of the key characteristics the community values in a superintendent, the position is being advertised nationally.

The Board's goal is to find a full time superintendent by June 30. The opportunity to apply for the position closes June 6, with a private review of all applicants by the Board starting June 13. A final slate of candidates is expected the week of June 26, when the Board will seek community input.

Diversity training videos and advice for (academic) search committees from the UCLA faculty selection committee was shared

with the Board to inform them of best practices for reaching unbiased candidate selection outcomes.

Reports by School Diversity Action Teams

Kathy Shaner reported for the Islander Middle School team, which has been discussing religious diversity based on current student needs and issues. The team examined how religion is approached in Social Studies and literary scenarios, given that middle schools has a lot of rites of passage religiously for students. Students often share religious heritage with pride during culture projects, but at the end of the year in June. The solution is to make these an introductory activity at the beginning of the year.

The school also hosted Holocaust survivor George Elbaum and Stephanie Thomas of the FBI about harassment and hate speech.

Kristin Kim, Northwood and Island Park ELL teacher and Erin Wilson, West Mercer and Lakeridge ELL teacher, presented for the elementary teams. Erin is new to the district, increasing ELL support for our growing population.

The elementary team has now had three sessions with Caprice Hollins, including an important session around while privilege that was very beneficial for staff, changing assumptions among some staff the need for work on diversity and equity.

Other highlights:

- Seattle Opera gave bilingual performances in English and Spanish;
- 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;
- Implicit bias test given to staff;
- GLAD (Guided Language Acquisition by Design training at elementary schools.

Henterson Carlisle reported for the high school team. In a recent Bridges activity, there were a series of workshops for students, based on a previous interest survey. These included implicit bias test part two, restorative justice and microaggressions.

Henterson said the workshops ensure all of our students get what they need and they go on in life with that equity lens.

The meeting was adjourned at 2 p.m.