

9.29.15

Meeting minutes

Diversity Advisory Committee Meeting (DAC)

Dr. Plano reviewed the agenda for this meeting. He invited DAC members to the October 7<sup>th</sup> diversity and new family events involving Dr. Pedro Noguera. He invited members to serve as a new family ambassadors and or translators for these events.

The Committee reviewed the new fundamental, No. 7, of the School Board's Vision 2020 Policy: "Foster and embrace diversity, inclusiveness, and equity with a focus on respect and acceptance of every student." Prior to the board vote, there was a recognition that this fundamental will have systemic impact to the school organization. Dr. Plano emphasized the importance of the board's adoption of concepts that originated from the DAC.

Mr. Perryman stated that, based on a speaker from a symposium last year, the federal government's lens of equity is measured through the advancement of African Americans and that perspective should be brought back into the conversation here in the district. He said many lawsuits against districts came from not following this definition. Mr. Perryman also stated that the emphasis on a college degree is not allowing for pride in other routes to success.

A comment was made that it is not just schools that set these high academic standards, that many times those come from the home. Schools must walk a fine line of of promoting high aspirations.

The question was asked what would motivate a teacher to build exceptional student-teacher relationships. Accountability and hiring practice are important to finding the teachers, that people recall as "that one teacher" who helped lift and motivate students in their lives.

Ben Ibale, the Washington Education Association's Human and Civil Rights Coordinator, provided background on his work and how he came to his position. He reviewed the demographics of students vs. teachers in Washington state and some of the challenges involved in shifting teachers' mindsets about children races and backgrounds. He reviewed the exercises that he will include in his school-based trainings that he will provide to the SBDACs. These include building awareness, knowledge, skills, and advocacy.

Dr. Plano went over the development and make up of the school based Diversity Action Teams.

Dr. Plano discussed the possibility of DAC members to serve as parent ambassadors to welcome the district's new families, of which 126 are not Caucasian. Several DAC members volunteered to serve as these ambassadors at the New Family Event.

The Committee then moved on to discuss the wording in the proposed Board Policy 1610. The committee was encouraged to suggest changes to the wording of this proposed policy.

It was suggested that the district look into the Department of Education's definition of Equity as a point of reference to this proposed policy. Dr. Plano reiterated that committee members should not hesitate to share comments, edits, deletions, or additions.

Finally, the group discussed future meeting times. Kimberly Fredericks was not included in the previous doodle poll, but otherwise the group appreciated the use of doodle to schedule meetings.

Dr. Plano posed the question of whether or not the group need to craft 'norms' or rule of engagement such as starting and ending on time. The group discussed the possibility of building group norms as a process for future meetings. Several members stated that norms might change the free and trusting nature that has been developed over the last year. It was observed that the norms might be needed when times are tough more than when things are going well. Dr. Plano thanked the group for the input.

Present: Simmi Kher, Steve Pellerine, Chief Ed Holmes, Wayne Perryman, Ruth Saunders, Mary Grady, Ben Ibale, Dr. Gary Plano, Alex Hart, Ivy Suzuki-Jaecks, Kimberly Frederick, Ana Simoes, Eunyoung Kim, Sophy Yang, Mark Roschy and Fred Rundle.

Absent: David D'Souza, Julie Ogata Ciobanu, Aisha Jumaan, and Tahmina Watson