

**Diversity and Inclusion Committee**  
**Meeting Minutes: July 15, 2019**  
**9:30am**

**Role Call: Sarah Raper, Michal Cohen, Kim McCormick, Lori Roy, Paul Allen, Kathy Coke**

**Discussion:**

*Film series:*

- Discussion/feedback on making sure we are not “putting the cart before the horse” with the film series
- Need to be prepared for a range of energy and emotions. Must have a plan for addressing those feelings as well as an a plan for turning the film/panel experience into further action.
- Committee discussed looking into parent training similar to staff training in lieu of initial film, then doing possibly one film in spring
- Hoping to show *Racial Taboo*
- Thoughtful on who will be the mediator and, on the panel,
- Community Conversations to follow (training to precede)
- Carefully planned goals for each topic/conversation in our community conversations
- ***The planning for this community work could be part of a sub-committee from D&I***

*Multifaceted work: Discussed the material, training, work, impact focusing in three areas*

- Educating faculty
- Educating parents/community
- Educating students

*Resources updated:*

- Kim shared a variety of resources and professional development that she is compiling for teachers to plan with broader perspectives in mind.
- Paul suggests we guide teachers in picking material that takes people outside of their comfort zone
- Discussion over need to build up educators, tackle those that are comfortable stretching outside of the comfort zone in material and supporting others in doing so.
- This work is an investment in time.
- Committee Members are sharing their list of diverse books and compiling. Kim is connecting with NHCPL.
- Social Curriculum Committee is diving into Responsive Classroom, MindUp, Sources of Strength and many other resources they have been researching at their initial meeting.

*Establishing a timeframe with goals:*

- Committee discussed the need to find the middle ground between slowing down so people are safe and comfortable, but slowly pushing to ensure growth, advancement, openness.

*Open-mindedness:*

- What are we hearing (educators, parents, etc.), what are we taking in. Are the students able to find the answers/learn “the truth”?

*Training:*

- Parent/Community training similar to what faculty is doing. (charge)
- Multiple people to look at our emails/communications
- Teacher Professional Development- monthly training opportunity for webinars, etc. (diversity inclusion and integration into lesson plans)
- YWCA- Paul shared contact for resources from leadership
- Idea: Social Justice Club (MG)

**Action:**

- Film later in the year- start planning for it. *(Sarah will begin brainstorming this work/possibly setting up subcommittee)*
- Lori will connect with Kimberly McLaughlin-Smith on parent workshop idea/pairing with teacher training in the fall glean ideas.
- Michal- Social Curriculum Committee: Starting the year off researching and determining supplemental components to Responsive Classroom.

*Dates and Times for Meetings:*

- Sarah R. will send out a survey for meeting dates/times to committee members.
- Discussed meeting as needed with a monthly option
- Discussed having varying subcommittees (teacher, student, parent/community)

## **Clarifying Committee Purpose:**

### **Purpose of Committee:** (Define Diversity/Inclusion)

*DRAFT: To create a culture where everyone feels appreciated for their unique characteristics and are therefore comfortable sharing their ideas and other aspects of their true and authentic selves.*

## **Connecting our Goals with Strategic Goals:**

### **Set Goals for 2019-2020:** (Connect with Strategic Planning Themes)

#### **- 2019-2020 Goals**

- Develop and increase intentional training and education of BYSTANDER intervention to empower students and all members of the community to stand up and stop interactions that negatively target or single out others.
- Develop a culture of humility among students, faculty, staff, parents and the community at large.
  - *Cultural humility---ASSUME you don't understand/don't get/ don't know why they make the choices that they do. YOU don't know my story.*
  - *Set the tone/develop the ability to have direct conversations*
- Develop a common understanding and knowledge of the difference between individual and structural discrimination
  - Raise good people
  - Educate on the bigger picture (structural discrimination/society)

#### **- Long Term Goals**

- Increase racial demographic make up