

Diversity and Inclusion Committee Meeting: June 2019

Role Call: Will Wilkerson, Jennifer Anderson, Sarah Raper, Kathy Coke, Paul Allen, Michal Cohen, Lori Roy

Update New Members- Updated new members on previous items discussed

- Landfall Grant
 - o Diversity Specialist Training (all staff) in Fall- September 27 with Kimberly McLaughlin Smith- UNCW Diversity Specialist
 - o Film: Racial Taboo
- Curriculum resources shared in previous meetings
- Lori attended and will continue to attend NHCS REI training (Racial Equity Institute)

Elect Staff and Parent Co-Chairs

- Staff Co-Chair: Michal Cohen- School Counselor
- Parent Co-Chair: Sarah Raper

Determine 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.

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

- **2019-2020 Goals**
 - o 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.
 - o 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
 - o 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**
 - o Increase racial demographic make up

Action Steps

- **Education:**

- Sept. 27 Faculty Diversity and Inclusion Training
- Book Studies/ Article Studies and conversations
- Films: Wilmington on Fire; Resilience; Racial Taboo

- **Curriculum:**
 - MARC Curriculum; MindUP, NEA monthly resources; other resources---connect with Social Curriculum Committee
 - Ally Training: Peer Mediation; Conflict Resolution

- **Community Involvement:**
 - Summer- Portia B Hine Park (Dancin' in the Park); Reggae Festival
 - ***Need to order "swag"
 - October-December: Door to door to neighbors- Signage for info sessions; Community Centers; Doctors' Offices; YMCA; YWCA; Community Center; etc.

- **Communication**
 - Monthly Newsletter
 - Website

Other Committees:

- PCN
- L3- intentional social action imbedded into inquiry units
- Social Curriculum Committee- MARC; Yoga; Mindfulness; KIWI Curriculum
- MTSS (discussing mentoring)

Future Items