

11/5/18 Beyond Diversity Committee Meeting Notes

In attendance: N. Pitt, R. Ha, J. Ebert, M. Mack, D. Threepersons, N. Cooper, L. Garcia, J. Foy, D. Gee, V. Bing, Y. Subhani, S. Khan, R. Adeoti, C. Mayers, A. Bush, M. Murphy-Bowie, C. Irving, A. Halpern, MJ Laqui, R. Marsh

Group Agreement:

Listen to learn
Respect
Participate (step up/step back)
Liberated zone (safe, but not always comfortable)
Growing edge
No quick-fix
Non-hierarchical space
Remember self-care
Participation is self-determined
Use "I" statements
Ouch and educate
Accept the unknown, we may be left with questions

Action Research Framework:

Ø Select a Focus (How well our current school system works to provide all students and staff with equitable access to education)
Ø Clarify Theories
Ø Identify Research Questions
Ø Collect Data
Ø Analyze Data
Ø Report Results
Ø Take Informed Action

Notes/Takeaways:

ÿ Welcome and introductions – name, racial identity, preferred pronouns, song selection
ÿ Committee is a multigenerational space where we work to bridge the gap between what we say we value as an institution and what we practice, build organizational capacity, trust
ÿ Recommendations will be made to the Superintendent and Board of Education at the end of the initial planning year
ÿ Committee will decide on how to organize working groups to include other stakeholders who are ready to build but do not serve on the steering committee
ÿ Monthly committee meetings and quarterly meetings with the Superintendent
ÿ Think about creating a collective resource list of books, articles, workshops etc.
ÿ What's heard here stays here, what's learned here leaves here

- Ÿ Once something is institutionalized, it's legitimized – what is our system legitimizing?
- Ÿ Data to analyze: Noguera Study(2006), Special Education Report (2018), Implicit Bias Initiative feedback, student/staff/admin demographic data, discipline data, teacher evaluation system, student “dropout” data, systemic factors that perpetuate the school-to-prison pipeline
 - ❑ Check-out led by student members