

Equity and Diversity Council Meeting Minutes

Tuesday, September 13, 2016

3:45 pm

Town Hall- Room 400

Attendance: Bonnie Arcari, Monique Albani-Ethier, Bonnie Arcari, Dave Barrieau, Jenny Dorl, Amy Fisher, Christina Foreman, Ann Graboski, Roszema Haskins, Ann Marie Houlihan, *Yukiyo Ilida, Kerry Jones, Deborah Kantrowitz, Anne McKernan, Erica Moses, Gretchen Nelson, Michelle Nicklas, Areej Nitowski, *Jeremy Pressman, Chalise Ross, **Gale Shapiro, Shelley Solomon, Melissa Thom, Paul Vicinus (*parent **community)

Agenda Topics	Discussion	Action
Welcome Introductions	Name, School, Role	
Review of EDC Purpose	<i>to support and sustain a diverse educational community that is inclusive and equitable by examining, developing, and improving systemic practices, programs, and policies</i>	
Review of District Goals Goal 1: Advance achievement for all students and reduce disparity between and among groups. Goal 2: Nurture the intellectual, physical and emotional well-being of students and create a safe and respectful learning community where all students are held to high expectations. Goal 3: Attract, retain and develop high quality staff by providing professional development resources and appropriate learning environments. EDC Priorities -Increase diversity in WHPS certified staff -Increase educator capacity for cultural proficiency in all areas of teaching and learning -Increase student access and opportunities for engagement, leadership & achievement -Enhance the Open Choice experience for all -Engage families in the work of the EDC	Turn and Talk shares: <ul style="list-style-type: none"> ● Need to feel safe and get to know others to have the discussion ● Deciding when to advocate or not? ● Try not to “fix” people but help make aware of their biases ● How do we integrate what we know about cultural competence and our own biases to all behave in different ways? Previously identified by EDC 2015-2016: -Difficult and sensitive conversation topics(race, racism, bias, privilege) -Restraining factors (fear, lack of awareness, denial) -Suggested protocols for safe, open and respectful community dialogue <ul style="list-style-type: none"> ● Frame conversations around desired results and outcomes ● Stress values that unite rather than divide (e.g., “opportunity,” “community”) ● Scrutinize policies, practices and proposals instead of people ● Use stories to support numbers, statistics, etc. Research shows that “narrative trumps numbers. 	Determine meeting structure. Roszema will review feedback and confirm. See follow-up notes below

<p>Functions of the EDC</p> <ul style="list-style-type: none"> · Representatives · Structure · Calendar · Roles · Engagement Norms · Communication Vehicles 	<p>Meeting structure & Calendar-Proposed: Alternate month EDC Governance (Core) Group meetings and alternate month *Workgroups/Subcommittee meetings.</p> <p>Tuesdays- 3:45 pm Town Hall Room 400 September 13, 2016 *October 25 (Core group & Work Group Orientation November 22 Core Group December 13 Work Groups/Subcommittees January 24 Core Group February 28 Work Groups/Subcommittees March 21 Core Group April 25 Work Groups/Subcommittees May 23 Core Group</p> <p><i>*Core group will meet on 10/25 and will break out into Work groups and Subcommittees</i></p> <p>Roles: Advise, Assist, Advocate Advise- EDC on its 5 priorities. Assist - Workgroups, special tasks, utilize your talents to support the work of the Council Avocate - Show willingness and courage to grow and learn and speak out on behalf of needs of others Vet and share resources and partnerships</p> <p>Engagement norms: Starting point, see suggested protocol above Communication vehicles: EDC webpage on WHPS site, Staff Bulletin Connections Newsletter, WHC-TV Google Community https://plus.google.com/u/0/communities/118256162483383215961</p> <p>Suggestion: Start EDC Twitter Feed</p>	<p>All EDC Members: Bring info from school settings to EDC -What does it look like in your building? - What are those needs in your building? Is that a low-hanging fruit? Or something more systemic?</p> <p>Parent reps to serve as liaison for parents (e.g. PTO, PT Council and other parent groups)- Roszena to follow up with interested parents</p> <p>Determine meeting structure. Roszena will review feedback and confirm. See follow-up notes below</p> <p>Roszena to look into how non-staff participants can access Google Community</p>
<p>Special Tasks</p>	<p>Help Wanted: Webpage management (EDC and Open Choice) Google Community support Staff Bulletin submissions Connections Newsletter contributions Meeting Agenda Quotes</p>	<p>Roszena will send Action Group work/projects in which educators, parents and community members are invited to be involved (see below)</p>
<p>Cultural Competence PD October 5th Secondary October 11th Elementary</p>	<p>2 hour Cultural Competence Professional Learning sessions led by district admin, guest scholars and co-facilitators</p>	<p>Need EDC members to assist with keeping to the suggested protocol</p>

	<p>-Who we are as a district -Purpose of building cultural competence -Mixed small group process & debrief Continuum of Cultural Competence</p> <ul style="list-style-type: none"> ● Cultural consciousness ● Cultural responsiveness ● Cultural advocacy <p>See suggested Cultural Competence workshop topics https://drive.google.com/a/whps.org/file/d/0Bzlh5OpF9TOpeTBaeGIDZUpWekk/view?usp=sharing</p>	<p>for safe, open and respectful dialogue (see above)</p>
<p>Upcoming Events and Announcements One Book One Town</p>	<p>Selected Community Book: <i>Of Beatles and Angels</i> by Mawi Asgedom</p> <ul style="list-style-type: none"> ● Shelley: Hall English class reading <p>Elementary-level book <i>Brothers in Hope</i> by Mary Luana Williams</p> <ul style="list-style-type: none"> ● Kerry and Melissa T: Elementary libraries have copies <p>WHPS <i>Inspiring Equity</i> Grant applicant- Promote community dialogue, getting to know each other, understanding our differences, and sharing stories through storytelling and use of a common dialogue protocol.</p>	
<p>Resource Shares We Need Diverse Books http://weneeddiversebooks.org/</p>	<p>Other shared resources: The Moth NPR Storytelling -Matt Dicks @ Wolcott (District has been working with Matt on Storytelling) -National SEED Project.org -Unpacking White Privilege article by Peggy MacIntosh -Teaching Tolerance -Rethinking Schools -True Colors -Enrique Sepúlveda- St. Joseph’s Education Dept -Pramod Pradhan WH libraries Community Engagement Liaison. ppradhan@westhartfordct.gov Also see Google Community compendium of resources https://docs.google.com/document/d/1SzRBx5n5eIXmpUPx6p1cUn-uwc5s004FS4YZWtCTztE/edit</p>	

<p>FOLLOW UP</p> <p><i>*Core group will meet on 10/25 and will break out into Work groups and Subcommittees</i></p>	<p>Meeting Structure Alternate months, Work groups & Subcommittees will meet.</p> <p>Work Groups:</p> <ol style="list-style-type: none"> 1. Ethnic Affairs Committee (Subcommittee) 2. LGBTQ Advisory (Subcommittee) 3. Advancing Student Achievement and Building Educator Capacity 4. Parent Outreach and Engagement 5. Open Choice Enhancement <p>Tuesdays- 3:45 pm Town Hall Room 400 September 13, 2016 *October 25 (Core group & Work Group Orientation November 22 Core Group December 13 Work Groups/Subcommittees January 24 Core Group February 28 Work Groups/Subcommittees March 21 Core Group April 25 Work Groups/Subcommittees May 23 Core Group</p>	<p>ALL EDC Members Share description of work groups/subcommittees with applicable audience (school- based staff; parent groups; community groups). Invite participation</p> <p>Roszena will provide descriptions to EDC members. Also see group descriptions below</p>
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Next Equity and Diversity Council Meeting

Tuesday, October 25, 2016

3:45 pm - 4:15 pm

Town Hall- Room 400

**Core group will meet on 10/25 and will break out into Work groups and Subcommittees*

SEE EQUITY AND DIVERSITY ACTION WORK GROUPS & SUBCOMMITTEES ON NEXT PAGE

EQUITY AND DIVERSITY ACTION WORK GROUPS & SUBCOMMITTEES

Action Work Groups & Sub Committees	Specific Action Work and Projects
LGBTQ (Subcommittee)	<ol style="list-style-type: none"> 1. Increasing Awareness 2. Supporting our staff and students
Ethnic Affairs (Subcommittee)	<ol style="list-style-type: none"> 1. Human Capital-Teacher diversity 2. Supporting our staff & building healthy relationships 3. Future Educators of Diversity Program
Advancing Student Achievement and Building Educator Capacity	<ol style="list-style-type: none"> 1. Professional Development Planning 2. Facilitation/Co-Facilitation Skills-Building 3. Culturally Responsive Teaching 4. #WeNeedDiverseBooks
Parent Engagement	<ol style="list-style-type: none"> 1. Outreach and providing engagement opportunities 2. Supporting One Book One Town, Storytelling 3. Promoting and supporting Community Dialogue 4. Needs Assessment of our Families
Open Choice Enhancement	<ol style="list-style-type: none"> 1. Review of the Needs Assessment Report 2. Responding to needs and recommendations

HELP WANTED: Other Special Tasks
Webpage maintenance
Google Community Support
Staff Bulletin Submissions
<i>Connections</i> District Newsletter Contributions
Meeting Agenda Quotes