

D & I Committee Minutes
1/14/2021

Meeting called to order at 4:05 pm

Moment of Silence taken for systemic racism and inequality

Roll Taken

Minutes on rotating basis

Dec 10 minutes approved. Motion by Janessa, 2nd by Heidi, approved 12:0.

Discussion adding minutes, proposal for committee, the promise the board published in the paper, and working agreements to the district website.

Concerns about the student survey

Discussion:

- All of the data in the survey will be cross-tabbed so that data can be broken down.
- Also, cross-tabbed in a way that we cannot ever identify individuals and their answers.
- We will have the ability to really dig in.
- We are here to really look at the students that aren't comfortable, aren't being represented, aren't feeling safe, and address it.
- We also need to address all of our students in multi-cultural education.
- One thing to think about is racial anxiety. People are comfortable talking about race with people that are like them, but aren't comfortable talking about race with people that aren't the same as them.
- We have to be comfortable talking about this.

Concern about setting priorities feeling like it pits one group against another

- Any positive impact to one helps all
- Prioritize actions not groups
- We can accomplish many things together

Discussion about committee

- Random subgroups, team building, and building community as a committee in order to build trust to have the hard discussions.
- It's hard to be honest and have the hard conversations when we don't know each other.
- Open up the dialogue and start building community.
- Start each meeting with a question from the questionnaire created by the subcommittee and converse to build community.

Agenda Item to add to next meeting

- Discuss our personal answers to the first question on the questionnaire about a positive and negative experience at school and how it made us feel.

Meeting time, frequency, effectiveness

- bi-weekly-Not sure that we need more meetings, we need the meetings to be more effective.
- Meet once a month
- Rotate time of meeting to allow for guests
- Rotate between 4pm-5:30pm and 7pm-8:30pm

During meeting

- breakout group for 5 minutes then discuss something informal, then come back and discuss the hard questions.
- We need to keep moving forward. Build a team **and** move forward.
- We don't have data yet so start looking at **what we can do** to look at policies, activities, plans, etc. so that we are ready to address the data when we have it.
- We seem to fall back into the same pattern.
- Add a facilitator, timekeeper, crank through an effective meeting in an hour and half.

Meeting agendas

- moment of silence,
- question discussed, breakout, discussion,
- effective business
- Have chunks of the meeting facilitated by different individuals.
- Agenda planning volunteers: Heidi, Jennifer, Janessa, Melissa.

Next meeting February 11 at 4pm.

- Read/listen to the information that DeeJay sent out.
- Send other articles or resources we find to a google doc/drive/or classroom.

DeeJay moved to adjourn, 2nd by Kathi. Adjournment Passed 5:25pm

Minutes respectfully submitted,
James Kvalheim
1/14/2021