

D& I Committee meeting minutes

2/18/21

Present: Melissa, Chip, Jennifer, Janessa, Dee Jay, Daniel, Donnetta, Kathi, Barb and Devon

Timekeeper: Janessa

Welcome: Janessa

Minutes: Motion to approve the January 14, 2021 minutes by Janessa/seconded by Dee Jay. Motion approved 9-0.

Review working agreements: Jennifer gave us a reminder to take time to acknowledge oops/ouch during the meetings.

Melissa stated that more time may be needed to process this this emotion for some people and the group should give some grace in members being able to express themselves at a later time.

Ice Breaker: Melissa

Question: Describe a positive and negative school experience and how it affected you.

Responses:

Each committee member present shared a positive and negative school experience. Summarized below are lessons learned from these experiences.

1 Make sure you have the facts before you act, be sensitive to others and, as a teacher encourage social justice when interacting with students.

2 Be conscious of others-be careful with your use of words and how others may perceive it.

3 "Girls are capable of doing of things",

4 The need to acknowledge racism and the need to practice anti-racism.

5 Adopted two black children and began to see the injustices against his kids. He has an awareness of what black people experience everyday that many white

people never experience in such a way. He wants to prevent that for future students of color. .

6 A supportive teacher helped them through difficult times, and she wants to be that for her students.

7 “There are people worse off than me.” Anyone with disabilities can be productive and thrive in a school setting with supportive teachers.

8 Teasing has a lasting effect on kids. It made me want to be a champion for the underdog.

9 Everyone should feel that they belong, and she wants to use her privilege to further racial justice work.

10 Everyone deserves to be acknowledged/heard, don't judge a book by its cover.

Deep Dive: What does social and multicultural education look like to you?

1. It's more than just diversity- we must look at culture as well.
2. What is the American standard (white America)? Who decides what the standard is?
3. 6th grade Immigrant project is beneficial for the students and should continue. It helps kids understand their culture as well as others.
4. 13 students (11 yrs. old) wrote letters to the School Board to have Martin Luther King Day celebrated with a day off from school.
5. Jennifer talked about writing for a grant from SSM to aid the committee in moving forward. It can be used to help train people/ bring in a facilitator to help guide the committee with the 5-year plan.
6. Students should have a voice in the committee as we are working on their behalf.
7. Community members should also have a voice in guiding the committees' work.
8. A suggestion was made to bring on Amiee Leavy (Racial Justice Director for YWCA Rock County) to help guide the committee as we move forward.
9. Request of the School Board to continue/expand the Welcome School program.

10. Discussed the need to present to the Board what the committee has done thus far. There is no real data to share at this time, We are waiting for the student survey to be completed.

Why did you join the D&I Committee?

1. **Donnetta-** Wants to change what has been seen in America this past year(s). I hope to help the next generation be more accepting of others. If you work on fixing the injustices of one group, then all groups benefit. Everyone one should have the same opportunities. All students should feel welcomed, accepted and, valued in their school/community.
2. **Melissa-** her vision is to see all kids supporting each other. Make bullying/teasing socially unacceptable.
3. **Barbra-** “we rise by lifting others” dismantling racism with the next generation of leaders. “Evansville needs diversity”
4. **Kathi-** would like to see every student be authentic and feel accepted. Would like to see staff that represent the student population.

Wrap up:

- Future D&I meetings with be held the 3rd Thursday of each month.
 - Kathi and Jennifer will work on getting cost to retain Amiee Leavy for facilitation.
 - They will also work on obtaining funds from the district to fund the work of the D&I committee and determine what different options are available to the committee.
- Motion to end the meeting – Daniel/ Kathi seconded
Meeting adjourned at 6PM.