

Equity and Diversity Council Meeting Minutes

Tuesday, November 28, 2017

3:45 pm at Town Hall- Room 400

| Agenda Topics | Discussion | Action |
|---|---|--------|
| Welcome Agenda & Purpose | Introductions -EDC Core Membership and guests | |
| Review of Norms | Dave Barrieau reviewed existing group norms and feedback received on our EDC Charter. Participants gave additional feedback on how they want to feel during EDC meetings and examined how those statements match our existing norms. In addition to feelings of respect, empowered, valued, heard, etc members shared that they want to leave each meeting with clarity, a task, action plan and/or a productive outcome. | |
| 5 x 5 Subcommittee Chairs' Reports | <p>Ethnic Affairs- Lara White reported on the progress of the Future Educators of Diversity program and its successful expansion at Hall. An upcoming College Mixer is being planned for early December in which Hall and Conard students will have the opportunity to hear from and interact with local colleges supporting the program.</p> <p>Lara shared planning ideas for educators to connect and network professionally, socially and for a good cause (e.g. hosting a fundraiser to benefit the Future Educators of Diversity program).</p> <p>Family and Community Engagement- Scott Ratchford shared that he facilitated discussions to guide the group on unpacking what 'Family Engagement' means and to calibrate our understandings, practice and intended outcomes. Scott also highlighted the group's Welcoming Schools Assessment plans, progress, tools and resources. He collected feedback from subcommittee members through an Interest Survey to guide goal-setting for the group's work. He also referenced alignment with some of the work of the Open Choice Enhancement subcommittee.</p> <p>Open Choice Enhancement- Amy Yarbrough shared that she led a paired and a group interactive exercise on 'assumptions' to promote self-awareness of how we see others and impact on impartiality. Relevant literature and resources that Amy shared will be added to the Schoology Cultural Competence Toolbox. The group discussed other family engagement work in progress that align with the Family and Community Engagement subcommittee. Amy shared the status of the Parent Planning Group and highlighted an upcoming Open Choice Family Game Night being planned by several families who participate in the Open Choice program. The Family Game Night is scheduled for Fri. 12/1 from 6pm – 8:30 pm at Conard High School. Open Choice participants of grades k-12 are invited. Multiple family outreach vehicles have been utilized (email, phone calls, BlackBoard Connect digital and voice).</p> <p>LGBTQ Advisory- Roszena Haskins and Monique Albani-Ethier reported out on the subcommittee's review and discussion on the group's objectives. During the October subcommittee meeting Cathy reported out on the EDC's presentation to the Board which included highlights of LGBTQ Advisory's accomplishments, challenges and continued efforts. Monique shared that group also reviewed the results of the LGBTQ PD Needs Assessment. There was discussion about getting Professional Development relevant to the LGBTQ needs assessment on the CSI calendar.</p> <p>Student Achievement & Educator Capacity-Building-Dave Barrieau and Melissa Zych summarized their subcommittee's Oct. meeting:</p> | |

| | | |
|---|---|--|
| | <p>Sharing between schools and levels about initiatives such as Human Rights Day, makeup of students taking specialized classes, encouraging student voice in social justice affairs, and barriers to student success in their chosen area. The group agreed to look further into policies that may negatively impact students in the area of instruction. We will have to also dig into state policies/laws vs. local policies. What are the changes that we can influence? (e.g. Policies: 6210- Non Discrimination: Instructional Program; 6230- Curriculum Design and Development; 6233- College Level Coursework; 6240- Extracurricular Activities).</p> <p>The committee examined the barriers that might exist in PRACTICE that negatively impact student success in the above areas (e.g. skill gaps, opportunity gaps, family engagement).</p> <p>The group will also continue to build out the Schoolology page with Professional Development and teacher-centered resources. Dave acknowledged that right now the toolbox is largely geared toward the elementary level and invites secondary educators to contribute.</p> | |
| <p>Communication</p> <p>Meeting structure, accessibility, accommodations and welcome</p> <p>District channels for systemic response to EDC matters</p> | <p>Members and guests participated in a gallery walk to examine current communication vehicles, meeting structure strategies and ways that building representatives can help principals to prioritize EDC matters.</p> <p>The group generated additional suggestions for communication (e.g. utilizing WHC-TV to spotlight a specific topic) and increasing meeting accessibility across educators, parents and other community partners (e.g. providing childcare, hosting future meetings at schools, 'Pop Up' EDC meetings).</p> <p>One strategy that the group agreed upon was to develop uniform EDC messaging that all reps can take back to schools in the form of an EDC-Infomercial.</p> <p>Topic tabled due to time. A flow chart to be presented at the next Core EDC meeting.</p> | <p>Review/discuss next EDC core meeting</p> |
| <p>School-Based Take Backs</p> | <p>Next month's EDC Infomercial will highlight the WHPS-Best Practices in Cultural Pedagogy toolbox that can be accessed on Schoolology. Dave Barrieau and Melissa Zych explained the origin and purpose of the toolbox as a resource for all WHPS educators relevant to Cultural Competence. They demonstrated how to access the resource.</p> <ul style="list-style-type: none"> • Go to https://www.schoolology.com/ • New users will need to create an account. Click on 'Groups' > 'Join' and enter Join Code 2FN2V-GT64R or search for WHPS-Best Practices in Cultural Pedagogy • Click on 'Resources' button in menu on left of your screen (not Resources menu at top of screen). You will see rainbow colored folders containing resources | <p>Roszena will develop a blurb for representatives to use in their buildings.</p> |
| <p>EDC Upcoming Events</p> | <ul style="list-style-type: none"> • Thr. 11/30 @ 4pm-CCSU Beginning Teachers of Color Meet Up @ CCSU • Fri. 12/1 6pm -8:30- Open Choice Family Game Night @ Conard • Thr. 12/14 & Sat. 12/16-Inspiring Equity Exhibit @ Town Hall Auditorium • Tue. 12/19- EDC Subcommittees meet @ assigned Town Hall locations | |
| <p>Closure, Reflection, Adjourn</p> | <p>The group posted their individual charter agreements/expectations (<i>How we want to feel when we are together</i>).</p> <p>Next EDC Meeting: Tues. 12/19/17 @ 3:45 pm. Subcommittees will meet in assigned Town Hall Rooms. All are welcomed to attend EDC meetings and participate on a subcommittee.</p> | . |

Contact Roszena Haskins, Director of Diversity Advancement for information: 50 South Main Street, Rm 419 | phone: 860-561-6900 roszena_haskins@whps.org/edc