

RED CLAY CONSOLIDATED SCHOOL DISTRICT

Diversity Committee Meeting

September 25, 2018

4:15 p.m. to 5:15 p.m.

Facilitator: Tawanda J Bond, Equity Officer

Minutes: Shane Rifenberg

Attendees: Anne Anastasia, Theodore Boyer, Lorraine Dobies, Dana Farrior, Chrishaun Fitzgerald, Sam Golder, Rhonda Carter, Equetta Jones, Maria Madera-Colon, Alex Nowell, Eric Pugh, Damon Daunders, Tylisha Saunders, Harold Shaw, Shane Rifenburg, Kendra Todd-Dixon, Will Robinson, Cynthia Brooks, Amy Grundy, Michele Craig, Pati Nash, Kenny Oates, Jason Casper, Cathy Thompson, Heather Townsend

- Diversity and Equity in Red Clay : Our Mission
- Welcome and Introductions
- Equity Office Action Steps
- School and District Initiatives (current)
- Review Meeting Dates for SY 18-19
- Next Steps

Diversity Committee Mission Statement

The committee will ensure that diversity, in all its forms, is respected and valued by promoting and advancing an environment of inclusiveness to ensure that our students are prepared to enter an increasingly diverse and changing world.

18-19 Diversity Committee Meeting Dates

<u>Date</u>	<u>Time</u>	<u>Location</u>
September 25, 2018	4:15 - 5:15 pm	District Office/Room 239
October 23, 2018	4:15 - 5:15 pm	District Office/Board Room
November 13, 2018**	4:15 - 5:15 pm	District Office/Board Room
January 22, 2019	4:15 - 5:15 pm	District Office/Board Room
February 19, 2019	4:15 - 5:15 pm	District Office/Board Room
March 26, 2019	4:15 - 5:15 pm	District Office/Room 239

** needs to be changed

Minutes

- Meeting started with a review of the RCCSD Diversity Policy created last year.
- Safe vs. Brave Space activity followed by a share out from members on interpretation of visual
- Introduction and explanation of Brave Space Conditions
 - Vulnerability
 - Confidentiality
 - Patience
 - Openness
 - Empathy
 - Listening

Members agreed to abide and follow these conditions.

- Reviewed Committee recommendations from the previous year.
- Highlighted Red Clay Appleseed Program and work with DVCEE
- Main focus of the committee is to create the diversity plan for the district
- Introduction to the Equity Leadership Series in which AI High, Skyline Middle, and Forest Oak Elementary will participate in
- Introduction to this year's agenda
 - Continue review of data
 - Develop framework for multi-year, multi-level diversity plan
- Members share what they hope to gain or see from committee work
 - Improved communications concerning diversity from the district
 - Identification of goals and measures
 - Development of message around those goals and measures
 - Change in wording on forms
 - To move beyond predictability of the students that will attend differing level classes
 - Ways to engage all schools in conversations
 - Develop system that is more diverse and break down barriers to diversity
 - How to train staff on how to receive courageous conversations and facilitate them
 - Tolerance and understanding for/of EL communities
 - Build systems so that people feel connected
 - Build capacity with school and district employees
 - Build common understanding of bias
- Review of dates and times of future meetings
 - All meetings will begin at 4:30
 - 11/13 meeting moved to 12/4
- Meeting adjourned