

RED CLAY CONSOLIDATED SCHOOL DISTRICT

Diversity Committee Meeting

October 23, 2018

4:30 p.m. to 5:30 p.m.



Agenda

1. Brave Space Conditions
2. Facilitating Equitable Change
3. Assessing our Expectations
4. Equity Audit : Dr. Karmen Rouland from Mid-Atlantic Equity Consortium
5. Review Committee Recommendations
6. Discussion on Priorities : Long and Short
7. 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 |
| December 4, 2018 | 4:30 - 6:00 pm | District Office/Room 239 |
| January 22, 2019 | 4:30 - 5:30 pm | District Office/Board Room |
| February 19, 2019 | 4:30 - 5:30 pm | District Office/Board Room |
| March 26, 2019 | 4:30 - 5:30 pm | District Office/Room 239 |

Minutes

1. Brave Space Conditions

- Dr. Bond thanked everyone for coming
- Housekeeping rules discussed
- Reviewed Mission Statement

2. Facilitating Equitable Change

- All of the work we do this year

3. Assessing our Expectations

- 4 Steps:
 - Expectations
 - Shape Brave Space
 - Explore Facilitation (Heart to Head)
 - Take Data - put into action

4. Equity Audit : Dr. Karmen Rouland from Mid-Atlantic Equity Consortium

- Phone conference with Dr. Rouland: Background on MAEC Equity Audit tool and usage
- Mid Atlantic Equity Consortium, Inc, started in 1990
- Serves several school districts in DE

5. Review Committee Recommendations

- Schools will have more targeted plans

6. Discussion on Priorities :

- Small groups discuss
 - Long and Short term data
 - Short term and continuing
 - Short term data - anxious to get started - find out where we are broken up by demographic
 - Important to look at suspension & performance data
 - Extra curricular data, sports, clubs, after school data who is participating, utilization of data, school climate data should be long term
 - Data collection only needs to be as large as the next step
 - What is #1 priority to each group, different conversations, as a group lock in and do it well
 - Parallels that roll into another, doable
 - Suggestion to pick one short term, then 1 long term, focus on those
 - Global view - recruit, hire, retain - HR focused on diverse hiring practice to recruit minorities
 - *"Call Me Mr. Program"* - support minority men make a commitment to graduate from school and work in the school district as teachers
 - Get discussion going - PD to Admins, teachers
 - What are we already doing
 - Design is #1- it will drive the conversation along

7. Next Steps

- Extended meeting for December - 1 ½ hour - 4:30 pm - 6:00 pm
 - Homework for next meeting - prioritizing and keep the momentum going, cultural awareness
 - Bring research studies. What is working/best practices?
 - Diversity survey results - next meeting
 - Get material in advance to look at prior to meeting
 - Review Disaggregated Student Data
 - Short term family and student engagement
 - Data will drive most of our discussions, what resources are out there?
 - Takes time - be patient
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- **NOTE: Change meeting times on our RC website**