

PA Diversity, Equity and Inclusion Committee

Meeting Minutes
December 29, 2016

Opening

The regular meeting of the PA Diversity Committee was called to order at 6:10pm on November 7 in Earl Shapiro Hall.

Present

Amanda Lewis, co-chair
Beth Richie, co-chair
Veronica Thigpen, co-chair
Shantá R. Robinson
Delores Rita
Stephanie Baker
Laura Quaynor
Sherita Adams
Kim
Brandy
Sarah

Announcement of events and meetings:

Diversity advisory committee: These are regular meeting organized by Ken Garcia which one of the co-chairs attends. Two issues that are being discussed there; 1) The advantages of having a campus-wide theme for the year, and 2) The power of language and doing some community-wide education around that issue.

Sarah Lawrence- Lightfoot: PA presentation on Tuesday, November 15

Lindsey Ryan: presentation on "Navigating Diversity with Our Children

Old Business:

The main agenda for this meeting is to discuss the committee's work plan for the year. Beth passed out copies of the Diversity, Equity and Inclusion Recommendations to remind the group of the issues that had been agreed upon. The first discussion was about the type of event that we want to create for parents.

Ideas:

1. Talking to our kids about social justice values and/or activism: having a panel that helps parents consider how to engage their children in social issues and the world around them. The panel could include one is a parent who is creating a curriculum on these issues and the Principal of Village Leadership. The group discussed how to frame the issue, whether or not to use the term "activism" and how to get kids at all grade levels to talk about and work issues in their social

environment. There was agreement that this would be a very positive opportunity to offer parents some concrete ways to help parents have these discussions with their children.

2. A second issue is how to talk to our kids about sexuality and power. While the high school seems to be having conversations already, it is unclear what is happening in the middle school.
3. A third issue is cyber bullying and the gender and how we can both talk with our children and also support proactive responses from the school.
4. The diversity committee would like to invite Ken and Nicole to address that committee and share the range of activities that teachers are doing on the issue of diversity. There is a considerable amount of variance between classrooms and schools. The need for additional information and more open communication was repeated. It was suggested that we might consider giving an award from our committee to a teacher who shows creativity and/or leadership on diversity in their classroom.

New Business

The committee broke into sub-committees to develop specific work plans for the year.

- Community Engagement
- Affinity Group (LGBT/ African American)
- Data and Transparency

Report back from the sub-committee meetings:

Data and transparency: 3 things, 1) Encourage deeper dive into AIMS data; 2) Encourage better collection around tracking and outcomes and 3) Develop better policy and practice around having data in a type of data platform or dashboard.

Affinity groups: It would be nice to identify leadership for existing leaderships, have some type of email list and a welcome event for the following school year. Resources would include money for the social gatherings.

Community engagement: We talked about developing a list of family-oriented volunteer opportunities, creating a sponsor or volunteer program. It would be a great idea to sponsor or partner with an organization for an entire year so there are several opportunities to engage from all levels, throughout the school year. It's important to highlight the learning component, the take-away from the opportunities.

Adjournment

The meeting was adjourned at 7:30pm. The next general meeting will be at December 5, 2016, at Beth Richie's home for a social event and to build the affinity groups.

Minutes submitted by: Shantá R. Robinson and edited by Beth Richie