

OCT 18 2022

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Minutes 9/19/22 DEIAC Meeting; 7 pm; SHS Library

Agenda prepared by Dr. Maruszczak.

Attendees: Dr. Maruszczak, Superintendent; Jim Mulcahy, MSHS Principal; Mike Pell, SC/DEIAC Liaison; DEIAC members: Carly Smith, Diana Ganju, Emily Kiablick, Becky Milburn

Dr. Maruszczak wants to go into workshop with specific vision and recommendations. He believes it's time for DEIAC to be restructured (get out from under OML and increase impact in buildings) and rebranded in terms of messaging (Sense of Belonging/Inclusion) to gain support. Emphasized this work is intended to improve the climate/culture of our schools, for our kids, in our community....so keep work local and focused.

His non-negotiables:

- ✓ No silos
- ✓ Add DEI point people to DEIAC
- ✓ Add principals

Idea put forth that's gaining traction is building-based committees. These school-based teams would consult with Superintendent and building administration working under a broad umbrella of DEI goals.

Key points from DEIAC members:

DEIAC mission is to ensure every student is safe, seen, valued and respected.

Becky – education & outreach is key. Frame communication around inclusion. Potential to focus on introducing updated Bullying Prevention Policy to school community as way to build support for DEI work and focus on sense of belonging/inclusion.

Emily – ensure definition of diversity remains broad and inclusive....everyone tends to focus on visible characteristics but neuro-diversity is important to include/address.

Diana – define work. Too many initiatives overall. Focus initiatives to 1-3 so they can be fully implemented this school year.

Carly – identify work that is being done and by whom....avoid duplication with existing building groups ....analyze what is working. *Deliverable: Create building-based inventory of DEI work.*

Discussion of DEI point people...need to clarify their role and publicize. Some of the DEI point people aren't really clear what they are supposed to be doing. Teacher support? Student and family support? Combo?

Each building should produce an Inclusion and Belonging Plan that is part of a district DEI plan. All of this should be part of individual School Improvement Plans.

DEI Survey Data: Becky asked Dr. Maruszczak about survey data presentation at workshop. Dr. Maruszczak suggested DEIAC focus on identifying high-impact findings for discussion. Becky gave Dr. Maruszczak print out of compiled DEI data for students, parents, and teachers. Compilations exclude students who didn't answer the question so the numbers reflect percentages based on actual responses.

Dr. Maruszczak said that District entered into agreement with Panorama to conduct as well as analyze data.

Meeting adjourned around 8:30 p.m.

APPROVED  
10/17/22

