

Dixie Equity and Inclusion

Minutes 9/17/18

5:00pm to 6:15pm

Members present: Will Anderson, Nicole Camarda, Brooks Nguyen, Christina Mangurian, Elizabeth McDermott, David Cook, Jules Howard-Wright, Silva Oyserman, Jonathan Segev

Team discussed limited history of the group, which initiated last school year by Mr. Manviller. They only had two meetings and then Mr. Manviller left the school. The team created a mission statement found [here](#). There was some discussion about how the meeting was also initiated after some parents were concerned about a presentation by a Miller Creek student with gender fluidity (b/c they weren't informed first).

There were a variety of reasons people came (self-education, provide tools for their children, social justice). The team discussed several wishes for the group, including, but not limited to:

- Creating a group structure, including leadership and goal-setting for the next year
- Focusing on equity and inclusion across race/ethnicity, gender, gender identity, sexual identity, religion, and SES.
- Education sessions for parents on topics
- Will Anderson suggested that we all attend the Courageous Conversation seminar on Oct 15th
- Understanding what students currently are offered as E & I programs
- Desire for deeper understanding of our own implicit biases and privilege (will take a lot of work)
- Desire for data
- Importance of visibility (posting data and minutes) so other members of our community can participate
- Interest in name change of Dixie.
- Interest in having displayed books (and other visible things in school) with specific focus on diversity (gender, race/ethnicity)
- Importance of international day (noting this is not a substitute for deeper work that the group wants to address/work on)
- Interest in survey of families to understand not only demographics, but also their needs

NB: The following are ideas from Christina/Brooks after the meeting:

- Each meeting should have
 - At least 2 roles (which can shift): leader, minute taker. We might consider having an observer to comment on larger issues that might come up.
 - Agenda that is distributed at least 2 days beforehand
 - Minutes that are approved by those present and then distributed and available for public viewing on the website
- Consider having a 2-3 student representatives (5th grade volunteer)

- Consider finding something to help us develop a strategic plan. A potential resource is Teaching Tolerance (<https://www.tolerance.org/>).

Action Plan

1. Dates for next meetings:

Monday October 15, 2018 - Courageous Conversation at Edna Maguire School

80 Lomita Drive, Mill Valley

5:00-7:30 pm

Meet up after for quick dinner and discussion after seminar

Monday November 5, 2018

Agenda

Suggested time: 5:00 to 6:30 or 7:00

- Focus on Data/Test Scores at Dixie Library
- Ms. Camarda will review list of current programs that the district has approved re: E&I at Dixie.

Monday December 3, 2018

Agenda

Suggested time: 5:00 - 6:00

- Review and discuss next step in test score data analysis
- Set up community events to celebrate school community

Email for those in attendance:

Will Anderson - wanderson@dixieschooldistrict.org

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Jonathan Segev - please find from TK parent list