

E&I Meeting minutes - April 1, 2019

Attendees: Will Anderson, Melissa Cherian, David Cook, Jules Howard-Wright, Christina Mangurian, Brooks Nguyen, Sivan Oyserman, Jonathan Segev.

Introductions/Announcements: Sivan is the new VP of DHSC.

Time of meeting: We agreed 5-6 is a better time.

Technology Details - please remove for public pdf

Airplay: Library

Password: lib

Review of last meeting:

Discussion of last meeting, Christina moderated. The group felt like the facilitation went well and that the meeting was efficient

Review of Equity and Inclusion page on the Dixie School Website. The minutes will be uploaded after each meeting in pdf form by Will.

Inclusive Environment at School:

Parent Welcome Flyer/Document was reviewed. We discussed that it should be distributed with the welcome packet at the beginning of the school year. We also discussed the need to review and edit this document b/c we should finalize by 5/6/19. The parent liason for answering questions from the campus will be tabled until next year.

Regardint posters/books at school: We will get more guideance from central education board (including Kristy Treewater) in September.

The document will go out in the August Welcome Parent Packet

Will Anderson will sign and then an email will be sent out again after school starts

Website

All should review and give Mr. Anderson suggestions. Sivan agreed to look closely.

Strategy Document

Jules original thought was a strategic guideline for the group. The purpose, mission, and vision can be revised and be shorted and more concise.

Pillars and Layers

The pillars identify the goal and the layers are how we are going to move the goal forward. The complete system can be adapted to be a location for ideas and brainstorming to roll out the goal.

Funding: Tabled, but in the future we should do this.

Action Items:

Christina - sent out agenda for next meeting

Will - Post minutes from 4/1 meeting (without technology details)

Brooks - Will research District Policy on religion; Will connect our equity and inclusion group with Celine Dias regarding cultural dance

Jules - Will revise strategy document (purpose, mission, vision)

Jonathan - Will send the welcome packet to all members as a google doc so they can edit/review.

Sivan - will peek at website and see if it needs anything

Everyone - Review the welcome packet (needs to be finalized by 5/6); Bring a friend to the multicultural fair; attend next meeting

E&I Meeting minutes - May , 2019 DRAFT

Attendees: Christina Mangurian, Brooks Nguyen, Sivan Oyserman, Jonathan Segev.

Minutes: Approved

Parent welcome packet:

Updates:

- **DHCS:** Sivan will become president of DHSC next year. Cannot be here in person anymore b/c so busy. The multicultural festival will become a “We are [insert new school name].” She may ask this committee for help for 9/27/19 (though this may be premature). She may consider a map with pins for where people are from. Spring fling 4/7 (dance). AIM showcase. Cinco de Mayo. Chinese New Year (Jan).
- **Religion:** Brooks update: Could not find formal policies on Dixie School District or State re: religion. This may be due to complexity. 5 or 6 bullet points re: religion in the school [Guidelines for Talking about Religion](#).
- **Name change:** It is not clear what the estimated date for finalizing this will be.

Welcome Packet

The group discussed the text below. These are the next steps

1. Review by Mr. Anderson
2. Send to Gaby to translate to Spanish
3. Review by DHSC (Sivan and Nancy)
4. DHSC will put into the welcoming packet

Welcome parents and caregivers,

A big part of educating and preparing our children for the world is exposure to other cultures, beliefs and ideas. Enriching our children and exposing them to ideas they may not otherwise encounter will better prepare them to see the world from the perspective of another.

We would like to encourage all families to present a holiday, cultural story, or folk tale that may or may not be represented in popular culture.

If you have the ability and time to share a tradition with your child's class, there are a few things we would like you to consider:

- *First and foremost, consider the class age and always discuss your plans with the teacher.*
- *Please include Mr. Anderson in an email [[insert email here](#)] as you and the teacher are preparing for the presentation.*
- *Please provide the teacher fair notice to make it easier to incorporate a bonus presentation to the curriculum.*
- *We understand that many cultural traditions are religious. Please remember our school is a public institution, so discussing a higher power is not allowable. If you have questions, please refer to these [Guidelines for Talking about Religion](#) and/or reach out to the Equity and Inclusion Committee for guidance on this complex issue.*

We hope you will feel welcomed and encouraged to share a part of yourself in your child's classroom to teach our children and celebrate the diversity that is a part of our community.

Sincerely,

Mr. Anderson

Strategy: Jules not present. Defer.

Website: Reviewed the [website](#). Suggested changes:

1. Remove member names.
2. Remove pillars (for now)
3. Update minutes (especially from April and May)
4. Correct Silva to Sivan.

DHCS funding: We discussed having some small amount of funds dedicated to equity and inclusion. We brainstormed ideas:

- Posters in library and/or gym
- Books (need to talk to librarian about what's covered)
- Laminate the products the kids make about heritage (e.g., shields) to put up in the gym

Funding: Still on hold. We should get an update in the fall about district commitments to equity and inclusion.

Community events/assemblies: Are there opportunities to put an equity lens into the events run by people who work on events (e.g., art, music, theater)? Can Will work with these staff to

do this. How can we leverage our own contacts to come? Perhaps we can overlay with who people know.

Next meeting

6/3/19 is our next meeting

9/2 is labor day

9/9 will be the meeting, but then normally the first Monday of the month

Action Items:

1. **Brooks** will send race/ethnicity info from CA Dashboard to Sivan for Dixie
2. **Brooks** will let Sivan know what the ETA of the name will be (by 5/15)
3. **Sivan** will consider making a map for next year's multicultural festival
4. **Will** has to approve the welcome packet and send to Sivan for DHSC final approval.
5. **Sivan** will put the parent welcome flyer into the welcome packet (she will do this in August)
6. **Christina, Jonathan, and Sivan** will remind Mr. Anderson re: finalizing the flyer.
7. **Gaby** will translate the flyer AFTER Will finalizes.
8. **Jules** will present on strategy document at next meeting
9. **Group** will discuss new "We are [insert new name]" planning at next meeting as well as how we could add E&I value to other sessions.
10. **Will** will work with the specialists (art, theater, music) to put an equity lens into all performances (until we have more guidance from central office).
11. **Sivan** will bring in the schedule for the events for the DHSC for next year and have the group help brainstorm.
12. **Will** will make following changes to website:
 - a. Remove member names.
 - b. Remove pillars (for now)
 - c. Update minutes (especially from April and May)
 - d. Correct Silva to Sivan.
13. **Brooks** will post this 5/6/19 E&I meeting minutes
14. **Christina** will send agenda for 6/3.
15. **All** will attend the next meeting 6/3