



# Equity and Diversity Council Meeting Minutes

Tuesday, January 23, 2018

3:45 pm

Town Hall- Room 400

In Attendance: Nakia Alexander, Bonnie Arcari, Dave Barrieau, Kristi Burton, Gayle Campbell, Cathy Davis, Kim Davis, Amy Fisher, Christina Foreman, Ann Graboski, Roszena Haskins, Diana Heymann, Yukiyo Iida, Michelle Lacroix, Anne McKernan, Erica Moses, Alison Peake, Shelley Solomon, Courtney Phelan, Paul Vicinus, Jeff Wallowitz, Amy Yarbrough

## Welcome

Fortune Cookie Group Intro and Warm Up

Introduction of new representatives/subcommittee chairs: Kim Grady-Davis (LGBTQ), Michelle Lacroix (Ethnic Affairs/FEOD)

## Infomercial Presentation

POSTPONED- TBD Kim Hughes (Parent) Soul Fire Farm <http://www.soulfirefarm.org>

Roszena shared a front-back handout of the organization's goals and program offerings. The 'Ask' of Kim Hughes is for the EDC to consider if Soul Fire Farm would be an effective vehicle to promoting our equity and diversity work and building community around some common projects.

## EDC Charter

Dave Barrieau shared draft of EDC Charter language and solicited feedback for possible revisions. A couple of additions were suggested and discussed.

*As a group, we want to **feel** respected, valued, and heard.*

*In order to **have these feelings consistently**, we will be "present," open-minded, and work together to identify and work actively toward developing processes that lead to productive outcomes.*

*We will **prevent and manage conflict** by recognizing and respecting others' views, actively listening, and being supportive of others' needs.*

## Subcommittee Updates

Ethnic Affairs/FEOD (Reported by: Roszena Haskins, Michelle Lacroix)	<ul style="list-style-type: none"> <li>• Feedback regarding increasing need to have a platform/forum for staff members of color to get together (Roszena, Michelle, Steve C. have proposed "Teachers of Color Navigating Two Worlds" with a trained facilitator who we have used and personalized outreach to our educators of color here in WH</li> <li>• CCSU partnership- change in university leadership, but discussion regarding specific MOU items are in progress and student experiential workshops and activities are on-going</li> </ul>
Family Engagement/Open Choice (together again) (Reported by: Amy Yarbrough)	<ul style="list-style-type: none"> <li>• Discussion of family needs and compilation of a needs assessment (being piloted at Norfeldt, Wolcott, Bristow, KP)- walkthroughs</li> <li>• Discussion of PTO engagement/communication possibilities at each school</li> <li>• Recognition of a need for relationship-building</li> <li>• What is the role of the "safe school climate" committee in each building? <i>Is this a potential outlet for some of our engagement work?</i></li> <li>• Being mindful of needs of OC families as we move forward with further plans for engagement- December's Family Game Night was well-attended, spring event is in the planning states (possibly ice-skating party)</li> <li>• Discussion about a WHPS book club and possibly a parent book club. There has been interest in Zaretta Hammond's work.</li> </ul>

<p>LGBTQ (Reported by: Kim Grady-Davis, Bonnie Arcari, Cathy Davis)</p>	<ul style="list-style-type: none"> <li>• Feb 14 PE/Health Dept. K-12 CSI on identified LGBT survey/needs assessment topics and cultural competence</li> <li>• Examination of PE/Health policies relative to acceptance of students/gender identities</li> <li>• <i>Seeking suggestions from EDC members regarding practices of PE/Health teachers in each school (can be anonymous if preferred)</i></li> </ul>
<p>Student Engagement/Educator Capacity (Reported by: Dave Barrieau, Melissa Zych)</p>	<ul style="list-style-type: none"> <li>• Group has continued our discussion of policy vs. practice related to curriculum and instruction; at EDC meeting, we'd like to have members identify barriers to policy and practice</li> <li>• Schoology Resource is continuing to be updated... Go to <a href="https://www.schoology.com/">https://www.schoology.com/</a> <ul style="list-style-type: none"> <li>○ New users will need to create an account. Click on 'Groups' &gt; 'Join' and enter</li> <li>○ Join Code 2FN2V-GT64R or search for WHPS-Best Practices in Cultural Pedagogy</li> <li>○ Click on 'Resources' button in menu on left of your screen (not Resources menu at top of screen). You will see rainbow colored folders containing resources</li> </ul> </li> <li>• Members of group will be examining the work of CIA/LMS departments to begin to collect related work into our resource.</li> <li>• Discussion of in-house book club</li> <li>• Future goal of subcommittee is to build capacity in educators by developing school-based EDC's (see above for note about using "Safe School Climate" committees as a vehicle for our work)</li> </ul>

**Business Items:**

- Meeting Greeters- brief mention of the need to have rotating greeters for EDC meetings as we have newcomers at every meeting. Thank you Amy Yarbrough for being the EDC Greeter today.
- Community Conversation ideas and Community Presentation Opportunities, Communication to parents, teachers and staff about our work- Tabled due to time

**January Action Take-Away-** Subcommittee 'Asks' will be summarized for EDC representatives

**Other Items from Members and Guests**

- A parent guest asked a question regarding minimum requirements for infusing social justice work into elementary classes. Paul responded by explaining our work to change culture and mindset. Amy Y added that given the cultural competence work that the district has been doing, we should think about ways to keep parents better informed (as brainstormed and discussed at our 11/28 EDC meeting).

**Upcoming Events**

- February 14- Health and PE (District PK-12) Cultural Competence CSI
- February 28~ 4pm, CCSU Student Clock Tower Meeting Room- Teachers of Color Networking-Facilitator, Leonard Epps, Dean of Students, Capital Community College Magnet Academy
- Sat. March 24~ 9am – 4pm UConn Storrs- Leadership in Diversity 3rd Annual Multicultural Education and Culturally Responsive Teaching Conference

Next EDC Meeting Tuesday, March 27- Subcommittees will meet in assigned Town Hall locations.

**Media:** *Inspiring Equity Offers Unique Look at West Hartford's Diversity*

<https://we-ha.com/inspiring-equity-offers-unique-look-west-hartfords-diversity/>

Respectfully Submitted,  
Dave Barrieau