



Mansfield ISD Diversity, Equity, and Inclusion

Monday, March 1, 2021

6:00 pm

Meeting Minutes

Welcome

Mr. Williams gave a brief intro as Dr. Cantu led the opening of the meeting in which the council was provided the results of the equity audit. Dr. Cantu shared with the council some very important and encouraging words as they embark upon the journey of looking at the issues surrounding diversity, equity, and inclusion here in MISD. Dr. Cantu also reminded the members present that we are a continuous improvement district and are excited about the work to come. This will complete the picture of who we are as a district.

DEI Updates

- Ms. Wells shared that the DEI webpage will launch on Monday, March 8, 2021. The webpage will be a source of information to the entire district providing updates, timelines of progress, resources, and important information in regard to the diversity, equity, and inclusion council.
 - **Review of the MISD Equity Audit -**
 - Ms. Wells and Mr. Williams provided a very high level overview on the results of the district's equity audit that was presented to the board on Tuesday, February 23, 2021. The findings and recommendations were discussed in detail with the DEI Council. The council had an in-depth conversation discussing the findings and recommendations from the audit. The executive summary report has been posted in the board documents for further review.

- **Questions /Comments presented during the meeting**
 - **How is tremendous diversity negatively impacting the district?**
 - Great strength can also be a weakness
 - The organization has a challenge meeting the diversity
 - Administration shared that the current DEI initiatives have been discussed for about two years. This is a great strength of the district being that we are being proactive whereas some of our fellow districts have been mandated to take action in the planning of DEI initiatives.
 - There is a gap that is narrowing
 - The reason for diversity here in Mansfield is because of businesses and corporations hiring and people seeking to enroll in MISD.

Next steps

The council discussed the next steps that would need to be taken in order to create the district's diversity, equity, and inclusion strategic plan. The council will lead the sub committees in developing the strategic plan. Each committee will be co-facilitated by a community leader and a district staff person. Members of the council were asked to think about the areas in which they would like to serve and to send that information to Danyell Wells ASAP.

The group continued to discuss the operations of the committees and training that would be needed both for the co-facilitators as well as council members on issues surrounding diversity, equity, and inclusion. The group will also work on revisit and establish group norms as they begin to work closer as a DEI Council.

Danyell and Mr. Williams discussed briefly and committed to making sure the council has the available resources and training needed to be successful.

The meeting adjourned around 8:00 pm