

## **Diversity, Equity, and Inclusion**

**Wednesday, September 16, 2020**

6:00 pm

### **Meeting Minutes and Notes**

Attendance- Superintendent of Schools, Cabinet, School Board Members, Director of Diversity, Equity, and Inclusion

#### **Welcome**

Given by Donald Williams, Associate Superintendent of Communications and Marketing.

#### **Introductions**

- Dr. Cantu provided an overview of the history of MISD and the introduction of diversity, equity, and inclusion initiative.
- Ms. Wells, the new Director of DEI shared with the group about her background in the area of Diversity, Equity, and Inclusion. Ms. Wells also shared a brief vision of the work to come.
- Ms. Wells introduced the 23 confirmed members of the newly formed Diversity, Equity, and Inclusion Council. The council is made up of members of the community, parents, MISD staff, and students. Members of the committee attended the meeting both online and via zoom.

#### **Diversity, Equity and Inclusion Update**

- TASA-CMSi Equity Audit Review- The district has partnered with TASA-CMSi to conduct the equity audit. MISD has used this company for previous audits.
- Equity Audit- An overview of the audit was provided by Ms. Wells and Mr. Williams to the council members. This information can be found in presentation slides.
- Proposed Timeline- A timeline was provided in terms of the start and completion of the equity audit. This information can be found in presentation slides.

#### **Overview**

- Charter Review- The council charter was provided to all council members and was explained during the meeting presentation.
- MISD Demographics- This information can be found in presentation slides.
- Advisory Council- Ms. Wells provided a detailed overview to the council in regard to the purpose, focus, and goals. This information can be found in presentation slides.
  - Purpose

- Focus
- Goals
- Group Agreement- The group agreement was presented and confirmed by members of the council..

### **Diversity, Equity and Inclusion**

- How do we define DE&I?
- WHY- Members of the council both on zoom and in-person did a round robin as they shared their own WHY and connection to the work of DEI and how they plan to help move the needle for MISD.

**Meeting adjourned at 8pm**