Diversity, Equity, and Inclusion Advisory Council Meeting
Meeting Date: October 18, 2021
Time- 6:00PM

Meeting Minutes and Notes

• In Attendance
  ○ Danyell Wells, Director of DEI
  ○ Jennifer Young, Associate Superintendent of Curriculum and Instruction
  ○ Brandon Johnson, Area Superintendent of Curriculum and Instruction
  ○ Etionne Mileo-Proby, DEI Intern
  ○ Council Members

• Welcome and DEI Updates
  ○ Strategic Planning Committee
    ■ Will resume meeting October 25, 2021
      • Discussion of strategic planning and board proposal
      • Still planning on meeting in Jan/Feb
  ○ Updates and Discussion
    ■ Timeline still stands to present to Board in January/February
    ■ It would be beneficial to have more student input on the work that is being done
      • Dr. Cantu has a student action council she meets with
    ■ We need to have a unified vision and collective understanding of what needs to be done/what is being done

• Goals
  ○ Commitment Form
    ■ Starts 2021-2022 school year and moves forward; not a retroactive plan
  ○ Training
    ■ We need to be equipped for the work that is being done
    ■ DRHT training with Jerry Hawkins
    ■ Collaboration with local colleges and their equity departments
Leadership ISD; coming into speak about equity in education
AVID; fostering equitable classrooms
Ken Williams
Solution Tree
Castle and SEL
Other regions are doing equity trainings; look for trainings in Region 11
Meetings should have educational/training pieces

Possible Topics
- Funding types; state and federal, etc.
- STAAR vs EOC; student achievement and growth (accountability)
- Student discipline - reports
- Curriculum - foundations, written, taught, instruction
- Go over the audit in depth - council has to be on same page before going in front of the board

Some feel like the process is being rushed; being given data will help in the understanding of the audit and make it meaningful
Providing a big picture will allow for better understanding (overview = comprehension)
As a committee, we need to understand equity in all forms
Audit = looking at things from a deficit approach; systematically address the issues to fix gaps
- Does our current work support audit?

Subcommittees/Subgroups
Possible committee topics
- District engagement
- School engagement
- Gender and sexuality
- Can focus on topics found in audit; MWOB and purchasing, staffing, curriculum
Ideas/suggestions are encouraged for our subgroup topics

Group picture scheduled for 11/15 meeting
Wear navy and accent with DEI logo colors

Current Events and Concerns
Educational Equity Observations
Summit High School (10/15)
DEI team observed a sense of community and family at Summit
Classes observed were chosen at random; all class types were observed, from AP World Geography to on-level Algebra
Following the event at THS, there is an apparent need for translators and signage in multiple languages for our students and families that speak other languages outside of English.

- **Next Meeting: November 15, 2021**
  - Homework: read the MISD equity audit, and break down the sections to achieve a better understanding; come back with questions, comments, discussion topics, etc for our next meeting

- Meeting Adjourned at 7:10 PM