



M A N S F I E L D I S D

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