

## DEI Advisory Council Notes 9.20.2021

### 1. Welcome and DEI Updates

- a. DEI Audit released last week
  - i. Conducted by TASA-CSMi
  - ii. Focused on 5 areas: vision and policy, academic achievement, equity and access, culture and climate, and curriculum
  - iii. Originally, only executive summary was posted
  - iv. Can view the complete audit on DEI webpage on MISD website under Departments > Curriculum and Instruction > Diversity, Equity, and Inclusion
- b. DEI moved to Curriculum and Instruction from Communications and Marketing
  - i. Jennifer Young: Associate Superintendent of Curriculum, Instruction and Accountability
  - ii. Brandon Johnson: Area Superintendent
  - iii. Danyell Wells: Director of Diversity, Equity, and Inclusion
  - iv. Interns: Etionne Mileo-Proby and Zion Jackson
- c. Strategic Planning Committee
  - i. Will resume planning and meeting soon
  - ii. Plans to go before Board in Jan./Feb. 2022
  - iii. Input can still be added; please contact Danyell Wells before the end of the month

### 2. Discussion

- a. MISD needs to have a single, unified voice
- b. DEI work will continue
- c. Cabinet and Board meeting/presentation will be added to timeline
- d. Culture Walks
  - i. Pilot at 5 high schools, start at Summit HS
  - ii. Analyze demographics, class size, general education vs advanced, class make-up, culture
  - iii. Finding room for improvement
  - iv. Possibly invite council members (Jo Anna Cardoza)

### 3. Recap and Updates

- a. Advisory Council
  - i. 22-25 members
  - ii. 13 members identify as white, the rest as POC

- iii. Moving forward, committee will try to find members that may not have dual role in district
  - iv. Specific demographics can be sent out to members
  - v. No plans to add new members until Spring 2022 (as discussed in past meetings); may implement new procedures to add members
- b. Student Voices
    - i. Pilot as high school level
    - ii. Administration will work with DEI to implement program during the school day as not all students are available after school
  - c. Council Commitments
    - i. Information will be sent out soon regarding time commitment, exit procedures, etc.

#### 4. Goals

- a. Hispanic Heritage Month and other Observation Months
  - i. Ensure campuses are celebrating and acknowledging various months throughout the year
- b. Social Media
  - i. Process is started to launch social media accounts
  - ii. Schools can send information with events, photos, etc. of celebrations and ways to observe
- c. City of Mansfield Partnership
  - i. Partner with the city to celebrate and observe heritage months (like Grand Prairie)
  - ii. One council member is working with the city in the upcoming year to implement new programs
- d. Board Meetings
  - i. Be more transparent
  - ii. Meeting agendas and minutes are regularly posted
  - iii. When things are heard in the community, talk with them or refer them to DEI
- e. Mental Health, LGBTQ+ in Youth, etc.
  - i. Work with JPS
  - ii. Find hospital partnerships
  - iii. New service called "Care Solis" has been launched in the district for staff, students and community members to find support and resources in the area
- f. Additional Training and Professional Development

- i. Add/implement DEI to professional development and training
- ii. Principals, APs, administrators, etc. need to be comfortable with and ready for uncomfortable conversations
- iii. Training has been done and will continue to occur at the cabinet and board level, as well as at the executive retreat over the summer
- iv. Training is ongoing without labels- closing gaps, recognizing different cultures and communities (gifted and talented, special needs, bilingual education)
- v. Framework needs to be based off what is best for the students

5. Current Events/Concerns

- a. Update advisory council demographics and send out to members
- b. DEI will continue to be implemented in trainings and professional development
- c. Do members of the school board want to dissolve DEI?
  - i. Work will continue
  - ii. Leadership is on board with DEI
- d. Transparency will lessen the probability of confusion within community- posting agendas and minutes
- e. DEI is not only a "black and white" issue, but an issue regarding mental health, LGBTQ+, race, educational gaps, etc.

6. Next meeting: Monday, October 18, 2021