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