**November 1, 2021**

In attendance: Kim Elliott, Elizabeth Uzzell, Leslie Hamilton, Liz Macaulay, Josie Spreher, Justin Tosco, Sara Stinnette

Opener - how was Halloween?

**Surveys -**

* Low participation
* Survey subcommittee can meet and review
* Staff - about 30%
* Assign people to read the surveys before the subcommittee meeting.
* **Action item** - Leslie and Elizabeth will create Google Sheets and redact names of any staff, admin or board members before the committee reviews the surveys.
* **Action item** - Survey subcommittee to meet and review the surveys. jtosco@sterlingmontessori.orgwill help schedule the subcommittee meeting.
* Who will review:
  + LE Survey - Leslie
  + UE Survey - Sara
  + Middle School - Sara
  + Parent - Justin
  + Staff - Elizabeth
  + Board - Justin

**Next Steps -**

* The board decided we need a working group for the Weighted Lottery which will pull from other committees
* Focus on neurodiversity?
* Working with consultant to work on and set goals for an inclusion model. She’s observing, looking at schedules, IEPs, etc. Looking at MTSS and other factors as we’re moving towards an inclusion model. It includes two PD days about an inclusion model.
* Kim asked if we’ve considered having a DEI director at Sterling? If this is a new position or if someone will serve in this role, then this person should be a person of color.
* Elizabeth - what are our blind spots? Socioeconomic diversity? What do we mean by diversity? What are we trying to increase or make sure we’re including?
* Elizabeth - idea of teachers leading PLT
* Justin - wants us to revisit our plan that we drafted. In some ways we’ve done a lot and in some ways, we’ve missed a lot. Look at surveys and use it as the start of the SWOT analysis. Use the data to guide us to our next steps. **Action item** kim.elliott@lhuf.org will send out draft plan and for folks to review before our next meeting and then be ready for the January board meeting.
* In our hiring practices we should make sure that we’re pointing to our DEI vision, etc.
* **Action item** - Josie, Kim (and maybe Justin) should meet before our December meeting to provide understanding of what is possible.