DEI Committee

Regular Monthly Meeting Report

## Committee Actions:

* No actions.

## 

## Minutes from February 6, 2023 Meeting:

### Attendance and Call To Order

Virtual via Zoom

Chair: Kim Elliott

Board Members:

Others: [Justin Tosco](mailto:jtosco@sterlingmontessori.org), Kristen Walker, Mary Williams, Mary Deans, Dana Riley, Dwayne Jones, Jenny Lanzen, Sara Stinnette, Sydney Bullock, Maureen Capillo, Gianna Gupta, Ayush Raj, Jay Vasrshney, Kyle Munn, Srinivas Patamata

Meeting was called to order at 4:05.

### Opener

* Basic welcome

**Student Reps**

* Justin - Intro of student reps - Mel (not present), Gianna , Jay, and Ayush. They talked about issues they would like to address:
  + Joking, especially as it pertains to race and homophobia
    - Discussed ways to help solve these issues
      * meeting led by students to address issues
      * connect with organizations that can help with these issues
      * educate students about their harmful words - making topics as subjects in Common Grounds (group started in 2021 for students to discuss current topics respectfully)
    - Maureen made suggestions about talking with Liz and the UE to help them navigate better earlier
      * Gianna suggested starting at the top (MS) since older kids have such a heavy influence on younger kids
      * Sara shared that she has had discussions with her students about Intention vs. Impact and asked the MS students come to present on that topic with her classroom
  + Black History Month presentations each week in February in the pod meetings to share information to the entire MS

**FAQ / Glossary of Terms Documents**

* Maureen, Sydney, and Justin met and revised the [FAQ](https://docs.google.com/document/d/1Hh1axeiK3XsZIyrMswvzQLzhAdH-jgZpXxQCecSqdxI/edit); sent it out to the group for feedback. The document will be shared with the Board prior to the February Board meeting and discussed more deeply at the March retreat.
* Justin shared a Glossary of Terms shared through the Racial Equity Tools organization [www.racialequitytools.org/glossary](http://www.racialequitytools.org/glossary). This will also be shared with the Board in February.

**Other Items for Discussion**

* Mary Deans - students (mainly Black students) came to her to ask how they could be more involved in DEI through MLK parades or Black History Month activities, etc. It is noted that by the students reaching out, they are starved for information and involvement in meaningful DEI matters.
  + Maureen confirmed that Mary would let Liz know so that Liz could approach it from a whole UE perspective.
  + Justin suggested ways in which the MS students could help facilitate these conversations and actions with the other students. They are planning to send google forms to get an idea of the needs of the other students in the school.
  + Sara asked if Student Council could help
* Feedback from parents (Kyle and Dwayne) on the committee to make sure we haven’t missed anything
  + Kyle asked if there is a formalized communication plan
    - Maureen confirmed that there will be strategic email communications as well as opportunities for her to speak with at meet and greet events and Rising Up Nights
  + Dwayne (in a follow-up conversation) noted that we have been stuck in a holding pattern (consistent with what’s happening at the state level) and expressed concern for where DEI is heading at Sterling.
* Sharing information about what’s happening in the classrooms with students as they navigate different DEI issues is crucial to the work of this committee. We encourage the reps to bring information to us about their entire teams so that we can share with the Board and offer support if necessary.
* Sydney asked to share something from her LE Team, but we ran out of time.

### Closure and Next Steps:

On the March agenda:

Feedback from Kyle and Dwayne as the parent reps

Sydney will share from her LE team

Meeting was adjourned at 5:05.

Next meeting will be at 4:00 on Monday, Mar 6, 2023