DEI Committee

Regular Monthly Meeting Report

## Committee Actions:

* No actions.

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## Minutes from April 17, 2023 Meeting:

### Attendance and Call To Order

Virtual via Zoom

Chair: Kim Elliott

Board Members:

Others: [Justin Tosco](mailto:jtosco@sterlingmontessori.org), Mary Williams, Mary Deans, Dana Riley, Dwayne Jones, Jenny Lanzen, Sydney Bullock,Maureen Capillo, Gianna Gupta, Srinivas Pattamatta

Meeting was called to order at 4:05.

### Opener

* Basic welcome

**Student Reps**

* Gianna Gupta (MS) - Presentation on The Effects of Microaggressions to D16
  + Why this is harmful
    - Crumpled paper experiment - each crinkle in a piece of paper represents insults. One crinkle may not seem harmful, but the compounding effect of many insults are destructive
  + Be an Upstander
    - Discussed the difference between a bystander and an upstander
  + Successful! Kids were engaged and asked a lot of questions. They will replicate this presentation in the other UE classrooms and, hopefully, move up to MS.

**Report from Parent Reps**

* Dwayne Jones
  + feels like things got stalled with the committee
  + hoping we can encourage an even more diverse community (maybe more African-centered or Native-American representation) and be celebrated throughout the year (as opposed to one-off holidays and such)
    - International Festival - the band of the Occoneechee should be in attendance. We will partner with the International Festival planning committee next year to ensure that all cultures are represented.
  + level of work ethic of the committee should be commended
  + understand that we were told to slow down, but there are ways to navigate that and also keep moving forward
    - Justin replied that although we were told to slow down, we are moving (sometimes quietly) to implement all the things that we set out to do. We should revisit our 1-3-5 year plan so it’s ready to go when we are ready to present it to the board.
    - Maureen hopes to meet with all the parents over the summer and is eager to be very transparent with the community about her desire to make this community a safe space for the global majority.

**FAQs and Glossary**

* These are already up on the website.

### Closure and Next Steps:

* Review the 1-3-5 Year Plan
  + Bring edits and questions back to the working meeting on Monday, May 1, 2023.
  + Classroom reps - take back to your teams and ask questions about what needs to be added/changed. Bring back in two months at the meeting on June 5, 2023.
* Justin encouraged members of this committee to attend the JEDI Meetings that are held once a month. JEDI is trying to find a convenient time for everyone to meet. Justin will send a doodle poll.
* Meeting was adjourned at 5:05.
* Next meeting will be at 4:00 on Monday, May 1, 2023