DEI Committee

Regular Monthly Meeting Report

## Committee Actions:

* No actions.

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## Minutes from June 5, 2023 Meeting:

### Attendance and Call To Order

Virtual via Zoom

Chair: Kim Elliott/Elizabeth

Board Members: Elizabeth Uzzell, Chris

Others: [Justin Tosco](mailto:jtosco@sterlingmontessori.org), Mary Williams, Dana Riley, Dwayne Jones, Sydney Bullock,Maureen Capillo

Meeting was called to order at 4:05.

### Opener

* Any fun plans for the summer?

**Next Steps for Committee**

* High level overview from Maureen
  + Gender inclusivity plans: considering adopting a policy similar to DPS, pending state level law; we will follow the child and meet their needs.
  + Working on updated staff demographic data; survey will be pushed out at the end of July; data reported back to board ahead of august meeting
  + Clean up 1-3-5 document (helpful internal document, but does it need to be shared with board yet)
  + Create one pager to add to website and go out to grade level leadership (assigned to [Maureen Capillo](mailto:mcapillo@sterlingmontessori.org), Dwayne and [Justin Tosco](mailto:jtosco@sterlingmontessori.org))
  + Sub-committee ahead of July meeting
  + Grade level teams can open in fall with DEI goals
  + Mary brought plans to specials, who had no feedback
  + Other grade level teams have not seen the plan yet
* Classroom teacher input
  + Meeting people where they are; differentiating for people at different levels; bringing Montessori philosophy into DEI work

### Closure and Next Steps:

Suggested Action Items (from 1-3-5 plan):

* Approve plan at DEI committee level at June 5 meeting.
* Create presentable versions (logos, colors, etc).
* Share with Board at Annual Meeting in June or July Meeting.
* Share plan with whole staff in September/October (along with ways to offer feedback).
* Review next steps at October/November DEI Committee meeting.
* Group initiatives into categories of responsible parties – as subheading under each year marker
* What We Have Already Done/Next Year, Updated 3 years (2023-2026), Updated Five Year Plan (2023-2028)
  + ED
  + Admin/Directors
  + Committee Members
  + Staff
  + Mixed Grouping
* Form subcommittees in the fall to work on most pressing items from the plan.
* Meeting was adjourned at 4:50.