

CONGRESSIONAL  **SCHOOL**
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

April 9, 2019

In attendance:

Molly Allen
Vielka Asia Williams
Mena Burke
Tinelle Davies
Amaya Franklin
Darcy Franz
Rebecca Ginnetti
Edwin Gordon
James Greene

Nicole Guagenti
Malaika Hill
Brent Hinrichs
Evie Hinrichs
Sara King
Emily Manes
Maithili Mankar
Maxine McLeod Miller
Silvia Moore

Kim O'Neil
Alyce Penn
Mar Ramirez
Alexis Tappan
Mary Beth Testa
Andrea Weiss
Crystal Willis

Tinelle opened the meeting at 8:14 am and referred to the agenda for an overview of topics.

Diversity, Equity, and Inclusion work highlights

Silvia reported on highlights. She noted that everyone should have access to the DEIC folder in google drive and that they should download it into their own drive so that it doesn't get lost.

The Question Formulation Technique (QFT) was reviewed with faculty last week during an all-faculty meeting.

Faculty has been asked to read one book on the summer choice reading list and when we come back in August we will be doing some professional development. We are asking Committee members to read each book on the summer choice reading list. We will purchase the books for you if you wish.

Summer choice reading

- [*Blindspot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald](#)
- [*Waking Up White: And Finding Myself in the Story of Race* by Debby Irving](#)
- [*Real American: A Memoir* by Julie Lythcott-Haims](#)

Goals for today

Tinelle reported on goals for today. We will be working in working groups. Once in the working groups, we ask that you write a charter for your group, one goal to be achieved by June 2019 and one goal for the school year 2019-2020.

Working group break-out

The committee broke out into working groups.

Share out working group goals/action steps

Each working group reported their goals:

Curriculum Working Group

Core values: We value questions (asking teachers about their understandings), integrated approach to our curriculum, inspire rather than have it be top down (what do you need? What would block you?). We want to honor the work that has already been done.

Goal by June: Send out anonymous survey to faculty around comfort about cultural competencies, invite Jen Cort to lead full faculty meeting.

Goal for next school year: Team leads should start using cultural competency, provide professional development, develop cultural competency rubric, and create unit through the lens of DEI.

Parent Support & Awareness

Core values: Winning hearts and minds, safe space to ask and question and get to the nuances of the matter.

Goal by June: Schedule “expertly facilitated” DEI training for CSPO leadership and room parents. Recognize that training is not a one and done but to figure out what the journey is after the training. Be a space where people can ask questions.

Goal for next school year: Establish an open channel for addressing the home-school partnership that creates a global-minded community.

Student experience

Charter: The Student Experience working group is formed to engage in the work of creating a more inclusive, safe, student experience that responds to the needs and concerns of underrepresented student needs with the goal of creating a community where on-going dialogue is promoted, all voices are heard, all students feel respected, supported, valued and diversity is celebrated.

Core values: Students and families experiences; Congressional as a safe space to learn and be comfortable; listening and understanding; students being included and heart; making all members feel welcome and valued; understanding that everyone has different opinions and values but present it with kindness and respect; healthy dialogue; become open-minded, even to those with religious views; allowing everyone to have a voice.

Goal by June: Conduct an assessment of student experience. To meet again to identify next years’ goal.

Goal for next school year: Ensure that there is a policy and procedure in place to respond to concerns.

Recruitment and Retention

Charter: The working group did not come up with a Charter but instead came up with what the subcommittee is going to do with work towards the Charter: Develop a clear and concise articulation of the work as a subcommittee: report to the DEIC; purview is families, faculty and staff; welcome and warm, use characteristics in mission; on-going process as we live our values.

Goal by June: Figure out where we are now. Determine the current state of recruiting and retention around families, faculty and staff.

Goal for next school year: On-going audit of our procedures and state of recruitment/retention and identify new resources and areas for growth.

Silvia and Tinelle concluded the meeting by stating the committee would like to meet two more times before the end of the school year. The framework for the meetings will remain the same: meet as a large group first then breakout into working groups.

The next two DEIC meetings will begin at 8:00 am on the following dates:

- **Wednesday, May 8, 2019**
- **Thursday, May 30, 2019**

Adjournment

The meeting was adjourned at 9:31 am.