

CONGRESSIONAL SCHOOL

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

September 23, 2019

In attendance:

Parents

Vielka Asia Williams
Mena Burke
Sandra Buteau
Kimberly Eley

Darcy Franz
Nicole Guagenti
Rose Landa
Servio Medina
Tahina Montoya

Caroline Soberanis
Jeanette Taylor
Mary Beth Testa
Crystal Willis

Faculty/Staff

Tinelle Davies
Silvia Moore
Derek Bowley
Lizzie Doerr
Rebecca Ginnetti

Edwin Gordon
Gretchen Herbst
Brent Hinrichs
Holly Keimig
Emily Manes
Maithili Mankar

Desmond McGlone
Kim O'Neil
Alyce Penn
Chris Pryor
Mar Ramirez
Andrea Weiss
Denise Yassine

Silvia opened the meeting at 8:23 am and referred to the agenda for an overview of topics. She gave an overview of the DEIC mission statement ([see the Congressional School website](#)) and explained that diversity is when there are lots of different voices coming together. Equity happens when diversity is the norm and inclusion is when everyone's voice is heard.

Introductions

Introduction of MIF (Move It Forward Committee). This group meets once every six days to plan for the DEIC meetings. The members include Derek Bowley, Emily Manes, Rebecca Ginnetti, Mar Ramirez, Silvia Moore and Tinelle Davies. Introductions of all other attendees followed.

Gender Spectrum

Derek Bowley attended a two-day seminar over the summer about gender and inclusive schools and shared a brief overview of gender spectrum with the Committee. You can view his slides in the presentation, but the big takeaway a person's experience of gender is formed by three dimensions:

- **Body:** Our anatomy and our experience of our own body and how others interact with us based on our body. Male and female bodies are based on the binary model – problem with this is we assume gender. Problem with this is there are intersex people (occurs in roughly 2% of live births) and this doesn't fit the binary model. This shows that the binary model doesn't work for body.

- Identity: Our deeply held, internal sense of self, the name that best captures it and that we use to convey our gender to others (i.e. how do you identify). Binary is boy or girl/man or woman, but people can fall anywhere in between. Put together with body and that's how you formulate gender.
- Social – What is expected of each given gender

A lot of people's hangups when discussing gender are about the pronoun, "they." Don't get hung up on words. Stay focused on the ideas and the meaning behind it. It's about that person and the individual and meeting them where they are. These are some things to think about as we think about our students. We want to create a safe environment where all of our students feel safe and recognized. Gender does NOT equal sexual orientation (sexual orientation refers to a person's physical and emotional attraction to others)

Book Talks

We will discuss our summer reading during the next meeting.

Focus for 2019-2020

Our goal is for each working group to come up with measurable goals for the 2019-2020 school year. Each working group should be able to complete a DEIC Working Group Proposal for each of their goals.

Cultural Competency

At the end of the year, the faculty explored cultural competency at Congressional during In Service. This was brought to the faculty at the request of the curriculum working group. From that In Service gathering, we came up with four dimensions of cultural competency that we think align with education and Congressional School. They are awareness, attitude, knowledge and skill (see attachment for definitions).

Working Groups

The working groups met for twenty minutes to discuss measurable goals for 2019.

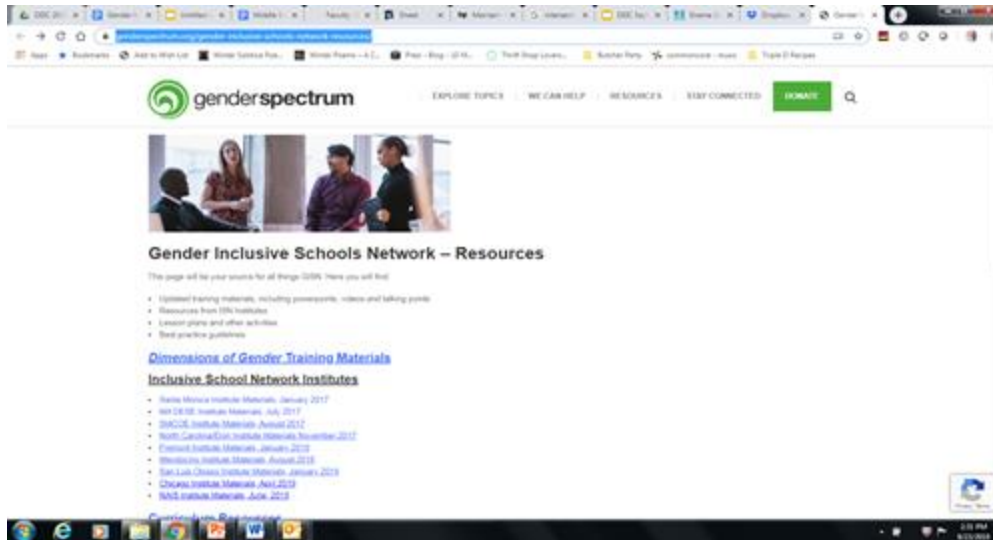
Adjournment

The meeting was adjourned at 9:30 am.

Resources

This link will take you to Gender Spectrum's Gender Inclusive Schools Network - Resources page. You will need to enter the password (case-sensitive): **Inclusive**

<https://www.genderspectrum.org/gender-inclusive-schools-network-resources/>



There are a lot of resources on this page. Remember, today was just an introduction... the beginning of a conversation that will lead to work by the committee.

*If you click on *Dimensions of Gender Training Materials*, you will get to a Dropbox with more folders and files. Select Revised DoG Videos to see some videos that go with the full one-hour training. They will reinforce and give examples of many of the things I shared today.

