

E&I Meeting minutes - March 4, 2019

Attendees: Melissa Cherian, David Cook, Todd Dayton, Gabriela Farias, Jules Howard-Wright, Christina Mangurian, Sivan Oyserman, Shital Patel, Jonathan Segev.

Introductions

Meeting Time

- mixed input on 6pm meeting time, agreement on switch to 5pm for next meeting and going forward, so we can have teachers present. We can bring stuff for childcare, and designate a person responsible for those items each month. Gaby said we can borrow stuff from child care center. Parents will be responsible for their own kids food/shacks, etc. John agreed to be point-person to watch kids (Shital agreed to be back-up). **Next meeting is 4/1 at 5pm**

Group email

- We'll continue the email cc group for the present. Melissa would like to be added to the list.

Deferring some things (website, email list) until next time since Brooks and Mr. Anderson not present

Welcome packet insert

- John talked about his welcome package for cultural elements parent might want to bring to class to share. He will add it to Google docs so we can edit. Some confusion about how to approach the religious aspect – apparently “God” can’t be mentioned?
- Agreement we need to add those religious guidelines to our document. We’ll get clarity on these legal and district policies from Mr. Anderson. We need to determine where the final product goes – entering school package, website, etc? Gaby will translate when it’s finalized.
- Jules: We need a value statement that celebrates all faiths and cultures. A manifesto – a list of things that we believe and we do that encompasses everything we’re trying to do.

Inclusive arts, performance, and music

- David: Shared some material with us via email from Malcolm X Elementary in Berkeley re: bringing new cultural or relevant teaching materials for theatrical performances, can be easily adapted from many books – need info on cost per Mr. Anderson.
- David will research info on cost, and for acquiring scripts, etc.
- Some question about how to broach the question with theater teaching staff.
- Melissa added that district could bring in SEL and/or equity curriculum, similar to SF schools. She will follow up with Mr. Anderson on this.
- Jules: we could pursue this kind of curriculum district-wide.

- David: Music is tougher to crack, since it's a wider spectrum; also has same issue regarding how to broach with music teaching staff

Inclusive class displays and artwork

- Sivan – sent a link of Pinterest board for inclusive posters for classrooms. Some cheap and easy ways to put up nice quotes around campus, eg. purchase white canvas and have kids write or paint quotes on them.
- She also found a list of books that reflect diversity. Shital found a similar list.
- Amplify has free posters we can download and get printed, but some concern these could be interpreted as “posters of the Resistance”
- Jules: need to be strategic about our goals, so let's develop a roadmap, where we start with “easier” issues then move to harder ones.
- We weren't sure if there's an equity program in the district.
- Links Sivan shared:

University of Michigan ideas on creating an inclusive and equitable classroom
http://www.crlt.umich.edu/gsis/p3_1

For our Library-

A site with books specifically promoting diversity
<https://diversebooks.org/about-wndb/>

Posters for classrooms

<https://amplifier.org/#downloads> --- free downloads we just have to pay for printing

my pintrest board for all the posters i found that we can purchase or copy the quotes and make our own "art" with
<https://pin.it/gwbwlm2etopu3e>

Mission statement/road map

- Jules wants to expand mission statement to clarify our goals, values, intentions. She will talk to Brooks and Mr. Anderson to finish this clarifying document.

Dixie name – what, if anything, should we do about it?

- Feels out of scope of this group since we do not yet have vision statement.
- Observe official channels of discussion and revisit if necessary.

Action items:

- **All** will attend next meeting 5pm on 4/1 in Library
- **Christina** will send agenda for next meeting
- **Todd** will distribute minutes (and add Melissa Cherian to the email list)

- **John** will bring some activities for kids at next meeting (and pick up toys from aftercare if he wants). We'll assign this role to another parent at each meeting
- **John** will create a google doc with his welcome letter
- **All** will review John's welcome letter and add edits as suggested changes (esp. Sivan re: lessons learned re: religion).
- **Shital** will ask Brooks for the link to the website information and send her list of books to Sivan
- **Jules** will review the strategy document closely and follow up with Brooks and Mr. Anderson re: value statements and bring back to group
- **David** will find out costs of the curriculum he identified and ask Mr. Anderson whether there is a gender equity program and resources in the district.
- **Melissa** will follow up with Mr. Anderson on SEL and equity curriculum in the District so we can add books enhancing diversity to the classroom.
- **Sivan** will put together a google doc of books to consider purchasing/displaying for school
- **Christina** will add email list-serve, website, plan for welcome packet distribution, discussion about engagement of arts teachers, discussion re: rules for postings in schools, to agenda for next meeting.