

**Advisory Committee on Global Citizenship & Character/Strengthening the Bonds of Community
Meeting Minutes
October 7, 2020: 7 pm-8:30 pm**

Slides accessible [here](#)

- I. Celebrations: Lifting Up Recent Examples of Work
- II. Purpose
 - A. Region 15 Mission
 - B. Theories of Action 1 & 3
 - If we foster schools that are welcoming and inclusive to all students, then students will feel valued and they will be better able to access their learning.
 - If we embrace communication, transparency, and collaborative relationships within ourselves and the community then we will improve trust and participation in supporting our students.
 - C. Defining Key Terms: Equity, Inclusivity, Diversity, Cultural Competence
- III. Review 2017-2019 Goals, Objectives, and Action Steps
- IV. Discussion of goals & objectives in small groups
 - A. Consider which goals and objectives should be sustained, revised, and/or added
 - B. Summary from small breakout groups:
 - 1. Consensus across breakout group discussions that overall considerations include:**
 - a) Goals and objectives should be measurable, with specific ways to assess progress; action oriented language
 - b) Transparency in communicating the work - how to best make the community very aware of the work we are doing
 - c) Consider using the words differing abilities, and including mental health needs
 - d) Consider replacing the word “regardless”
 - e) Examination of policies and practices for barriers, bias, etc.
 - 2. Goal 1:**
 - a) Incorporate elementary, middle, and high school levels explicitly
 - b) Intentionality around the embeddedness of this goal across all grade levels and content areas, so there is consistent and constant engagement with students (rather than relegated to assemblies/culture fair type events)
 - (1) Includes focus on instruction around bias, prejudice, stereotypes, discrimination, -isms (e.g. Racism, Anti-Semitism, etc.); some groups noted when it comes to race, this is especially important work with white students
 - c) One breakout group suggested moving goal 3 to embed in goal 1
 - d) Consider alternatives to the use of the word “nurturing”
 - e) Incorporate student voice and creating avenues for student perspectives, advocacy, and activism; consider youth-led objective(s)
 - f) Proposed additional goal related to community engagement
 - g) Use the words peers, classmates, or youth
 - 3. Goal 2:**
 - a) What actions can staff take to play a role in this in a broader scope
 - b) Extend beyond a safe environment to active participation in this work for all staff
 - c) Include professional learning with staff in supporting them in implementing new curricula
 - 4. Proposed additional goal related to community engagement**

a) Consensus from debrief:

- b) Can include avenues to explore with community engagement
- c) Important to engage families in this learning process and in this focus, so there is shared focus on this work at home and at school

d) Notes specific to small breakout groups:

- e) Some committee members shared concerns about disconnect between what schools are promoting and what students are faced with in the world; that we need to be purposeful about our immediate community and the awareness, views, and actions in our community outside of school
- f) Identify community organizations to create a network of activists, with the idea being clear that action is being taken
- g) Possibility for businesses and local organizations who partner to each commit to an action that supports the Region in this goal that would be measurable
 - (1) Idea of business badge as proof of commitment
- h) Community conversations/town hall/parent and guardian learning opportunities in these areas
- i) One group shared that part of community outreach needs ensure community members know that this is important work we are doing, because some people think how things are is okay

- 5. Proposed additional measurable objective around focus and intentional effort increase the racial, ethnic, and linguistic diversity of staff members in recruitment, hire, and retainment

- a) Suggested measure such as “__% over __ (period of time)”

V. Took poll on new name for committee: **Equity and Inclusion Council will be our new name**

VI. Committee members will receive revised action plan to review prior to next meeting to review and decide which objective(s) and specific action items they would like to commit to

VII. Please follow on social media: Instagram @r15equity_inclusion; Twitter: @r15equity

VIII. Please complete a survey which will be emailed on time preferences for meetings this year.

IX. Announcement of future meeting: **October 21, 6-7:30 pm**