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# DEI Family Advisory

Welcome back!

9/21/20

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# Community Agreements

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# Community Agreements

1. Use and receive “I” statements with respect.
2. Listen actively. Respect silence.
3. Respect confidentiality.
4. Embrace messiness & kindness.
5. Practice accountability (intent vs. impact).
6. Be aware of equity of voice- Step up, step back.

*Adapted from AAUW Diversity and Inclusion Tool Kit*

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# Agenda

- Connections
  - Slack
  - Co-chair Discussion
  - Subgroups
    - Role
    - Number of Subgroups
    - Products
    - Meeting Schedules/Frequency
  - Closing
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# Connections

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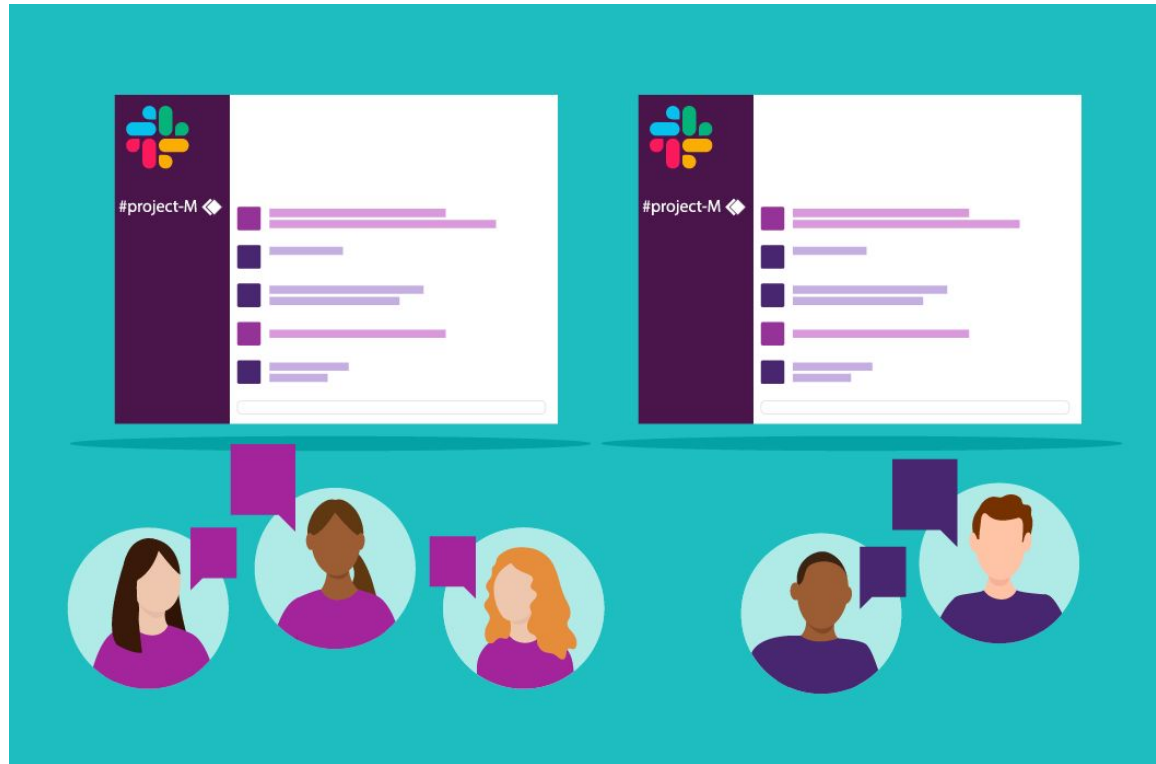
# What's in a Name?

Choose **ONE** of the following to share: (30 seconds)

1. Who gave you your name and why?
  2. What is the ethnic origin of your name?
  3. Do you have any nicknames? If so, how did you get them?
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# Slack



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# DEI Family Advisory Subgroup Work

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# DEI Family Advisory Purpose/Goals

## Shared Understandings of Our D, E & I Work:

- **PROMOTE** and **CELEBRATE** diversity, inclusion, and multiculturalism through a variety of mechanisms including workshops and community conversations.
  - **FACILITATE** communication between all members of our community through discussions of questions and issues and also through the search for a consensus when it comes to our community values and intentions.
  - **PROVIDE** input and recommendations as needed around a variety of topics.
  - **SERVE** as a liaison between our parents and the greater AB community.
  - **COLLABORATE** with our faculty, staff and parents in the ongoing pursuit of evolving and growing an inclusive and diverse school environment.
  - **CREATE** accountability for the implementation of our diversity and inclusivity goals.
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# Subgroup Focus Areas

1. Hiring Practices
  2. Anti-bias education for staff and administration
  3. PK-12 district curriculum (anti-bias, anti-racism, social justice, core curriculum)
  4. Family community outreach and education efforts
  5. School and police interactions
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# DEI Family Advisory Subcommittee Preferences

Hiring Practices	Anti-Bias PL	Curriculum	Family Engagement	Police/District Interactions
Gaby Wulin	Diane Randolph	Lucienne Schmidt	Heidi Koelz	Gail Townsend
Sam Gould	Binal Patel	Liz Olson	Odeviz Soto	Christa Frey
Alex Suri	Kim Beaulieu	Aasma Gilani	Charmaine Williams	Liz McGovern
Amy Walter	Navpreet Singh	Qi Wang	Sunanda Papalla	
Joe Russella Pollard	Dee Prakash	Maria Veronica Barnes	Jane Archer	
Eric Wong		Sid Nagarkatti		
Nanette Wright		Melissa Morse		
		Steff Higgins		

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# Proposed Subgroup Work

1. Best Practice
  2. Existing Practices
  3. Recommendations
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# Proposed Subgroup Products

- Documentation of best and existing practices
  - Written recommendations (*to DEI Family Advisory first*)
  - Presentation to School Committee
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# 2020-21 Meeting Schedule

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# 2020-21 Meeting Schedule

- Subgroups: Every 2-3 weeks
  - Whole Group: Every 6 weeks - ?  
*(Currently scheduled for every 4 weeks)*
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