

Diversity Committee Meeting Minutes

July 8 6:00-7:30

Attendees: Kelly Baker, Elimane Mbengue, Carlos McClain, Robyn King, Beth McCarthy

Notes:

- Committee discussed ways to engage more parents in the ongoing discussions and planning process and agreed any parent wanting to be involved should have a way to engage. The ideas the committee plans to move forward with will be:
 - Invite the incoming and outgoing PTO presidents to be a part of the diversity committee so we can coordinate efforts moving forward.
 - Reach out to the small group of parents that have indicated wanting to help to share the current plan and ask their input.
 - Explore options for a speakers series that all parents would be invited to attend, potentially hosted in collaboration with PTO.
 - Committee will need to identify key topics for the series related to race, equity, & inclusion.
 - Consider expertise among our parents to lead different topics in the series.
 - Continue to host quarterly focus group conversations with parents/teachers with an outside facilitator. The first one of these was started last January but had to be put on hold due to COVID closures.
- Committee suggested looking for a future opportunity to invite Addye Hawkins to a committee meeting to hear a report on how the work is going.
- Committee suggested hosting a community meeting to share an update with the broader community to allow them to ask questions about the plan moving forward. This is something Mr. Mbengue already planned to do and will encompass more than just the work of the Diversity Committee but a broader plan of what the school is focused on for the coming year. A large part of the plan will be related to equity & inclusion efforts with parents, students, and teachers.
- Committee reiterated the need for the professional development & conversations taking place with teachers needs to be provided by someone who does not “tip toe” around the issues, recognizing when done well this work will make people uncomfortable as everyone recognizes their own bias and prejudice they bring to the table.

- Mr. Embengue shared an example of the other work his team is focused on, such as the curriculum review taking place. One place his team is starting with is rewriting the social studies curriculum. He also shared his team is participating in UMKC's Institute for Urban Education series on Antiracist classrooms to continue to think about how to create more culturally responsive curriculum in all classrooms.
- Committee is exploring survey tools that can be utilized consistently each year for parents, teachers, & students . One suggestion was [Panorama](#), which was recommended by Education Board Partners, so that will be explored as well as seeking other options for surveys which will allow us to look at the data broken down by subgroups to see if the work we are doing is having a positive impact for all families.
- Carlos McClain shared she will connect with Rhonda Broussard of Beloved Communities to continue to seek advice from others with expertise in equity and inclusion and who have been strong supporters of Academie Lafayette in the past.
- Robyn King shared she will continue to look for other organizations that can provide opportunities for students and families, such as Higher Aspirations, that provides support for black males.