

## **Notes from August 21 Human Rights and Equity Committee Meeting:**

1. Miriam Mickelson, Executive Director of Teaching and Learning Services and a member of the committee since its inception, re-introduced herself and spoke about her new role in the committee as district liaison. She takes the place of former Deputy Superintendent, Scott Peacock, who is now the Superintendent of Lakewood School District.
2. Because the July meeting was canceled, committee members in attendance had an opportunity to reconnect and share their hopes and apprehensions about the transition in leadership alluded to above, the immediate community, and our country.
3. The committee discussed ways to revisit the discussion around our mission statement from the last meeting on April 17.
4. The committee identified the date for the next meeting, September 18<sup>th</sup>, which would consider the committee's charge of assessing the district community's needs pertaining to equity and diversity. This meeting would be facilitated by Dr. Caprice Hollins of Cultures Connecting. Dr. Hollins worked with and presented to the group last year.

## Notes from September 18 Human Rights and Equity Committee Meeting:

1. We articulated the purpose for the meeting: To implement part of the committee's charge from the school board, which is to assess the district's needs concerning equity and discrimination, and to identify one or two areas of focus to recommend to the Superintendent.
2. We reviewed our seven norms:
  - a. No Fixing
  - b. Expect and Accept Non-Closure
  - c. Speak Your Truth
  - d. Listen for Understanding
  - e. Stay Engaged
  - f. Take Risks
  - g. Experience Discomfort
3. Dr. Caprice Hollins facilitated the work and the conversation for the rest of the evening.
4. The committee was divided into groups of three and asked to discuss in small groups the following:

**PRIDE:** What accomplishments from the recent past or present are you most proud of as it relates to diversity/cultural competence in Snohomish SD?

**VISION:** What has your vision been for the recent past or present as it relates to diversity/cultural competence in Snohomish SD?

**CONCERNS:** What concerns do you have in the recent past or present about diversity/cultural competence in Snohomish SD?

**AVOIDANCE:** What do you want to avoid—to be sure NOT to do if you continue to build and move forward towards equity and inclusion in Snohomish SD?

5. On a poster paper, each group listed two topics from the small group discussion as areas of focus and shared their thinking with the larger group.
6. Using two sticker dots, each committee member voted on two ideas from the small group poster/discussion as prioritized areas of focus.
7. The committee chose **“creating a culture of connectedness”** as an area of focus to recommend to the Superintendent. However, prior to making that recommendation, the committee first needs to clarify what creating a culture of connectedness means exactly and what that work might entail. Pertinent next steps will need to be discussed.
8. The next committee meeting is scheduled for October 16<sup>th</sup>, Wednesday.