

## **MINUTES**

1. Call to Order by Jason Blume at 4:30 p.m.
2. Roll call: Andrea Sweet, Marya Nelson, Krista Butler, Kelli Ibeling, Jeremy Bois, Terrell Yarbrough, Jason Blume, Keli Scott, Pam Harding-community member, Alison Bowers, Christy Grace, Mike Valentine, Christina Burns, Megan Hastings, Erin Anderson,
3. Approval of Agenda  
1<sup>st</sup> Terrell 2<sup>nd</sup> Mike  
All aye, motion carried
4. Approval of Committee minutes: January 25, 2024  
1<sup>st</sup> Mike V. 2<sup>nd</sup> Jeremy  
All aye, motion carried
5. Goal Statements - reviewed
6. Comments from the Community - none
7. Discussion Items:
  - 7.A. a. Meeting Norms
  - b. Training: Diversity
    - i. Presenter: Olson Park Elementary
  - c. February 16th District-wide E-Team meeting
  - d. Harlem Professional Development (Beyond Diversity)
  - e. Building E-Team Support

Marya and Andrea presenting from Olson Park Elementary. We wanted to bring it back to the students. Our theme is diversity. A video was shown. Open doors and embrace and let everybody in. We all don't see things the same.

Andrea noting the focus is on the students and the students' lens. The activity was done during Second Step lessons on diversity. The Six Word Memoirs– shown to students, six words to describe their life. Our belief is that six words matter and need to be intentional.

Students were given questions on diversity and they needed to answer in six words only on how they pertained to them. They had written their own six word memoirs and black and white photos of them were in the classroom. Students had all the same question but came back from multiple and different perspectives.

Activity was completed with some sharing out.

February 16 meeting thoughts shared:

Marya noted she enjoyed hearing the speaker and the way he presented in his calm voice. She would like to have him back. Teams took back a lot from his presentation. Megan thought it was incredible to see everybody in one area and encouraged to sit with other teams for collaboration. It was interesting to see how many similarities there were with people. As a Board member it gave her a well-rounded idea of what e-teams are doing in the building. She loved the speaker as well.

It was very nice having everybody back together. It was nice to split teams up for different perspectives and good conversations. I think remembering your “why” was very valuable.

The most powerful part was when the speaker looked out and said it looks like we have the right people doing this work and encouraged us to go forward.

Jason noted it was great having the speaker and another perspective.

What supports and resources do your e-teams need and what do you as an individual need are survey questions per Jason. Devon’s document will be shared as well. Chart papers will also be shared.

Jason started the groundwork for part of the professional development plan and how do we bring back the Harlem version of “Beyond Diversity”. Beyond Diversity is a two day training and personal journey of examining yourself and your beliefs related to race but many other things as well. We need to determine how we can start to bring this back. We were always filled to capacity (90 seats) so it was a very successful training.

*What are some things that you took away from Beyond Diversity that have helped you think about things differently?*

Jason – 2012 at NorthPointe. The assignment was to call somebody from a different race and ask specific questions but not someone in the room. It made him realize about his community being so narrow. Who he surrounded himself with was very impactful.

Broke into small groups for some discussion.

Sharing out:

Group talked about Beyond Diversity being a two levels, 1 for the beginners new to it and the next step for 1 or 2 days. The beginner would be in August and June would be the next step.

We also talked about a lot of videos that were very impactful, activities, the color line was important and interviewing other people different from yourself.

There has to be education on what systemic racism is and bias.

We need to bring in local examples of discrimination and multiple perspectives as well.

The activities that were shared were important. Our needs have changed since BD first started and we also noted that we need some local people come into those meetings.

Multiple speakers on multiple topics. We need to listen to the kids to determine our focus. Two words have recently become quite apparent.

## 8. New Business

### 8.A. a. Other items

We will be moving the meeting back to the Administration for the convenience of recording.

## 9. Announcements and Updates

### 9.A. a. Next Meeting Date: March 21, 2024 @ 4:30 p.m. at Harlem Administration Center

(Board Room)

- i. Presenter: Maple
- ii. Theme: Engagement

### b. Equity Monthly Themes

## 10. Adjourn

Meeting adjourned at 6:00 p.m.