
DAC February Meeting Agenda

“Defining freedom cannot amount to simply substituting it with inclusion.”

-[Monique W. Morris](#)

Meeting Agenda:

Welcome & Land Acknowledgement

Brief Check-in “Today I feel...”

District Updates Regarding Equity & Inclusion (Focus Groups & Survey)

Review Climate Survey Questions

Revisiting Anti-Racism Vocabulary

Announcement: Fostering Equitable Change Workshop on March 4, 2021, at 6:30 pm.

Questions, Closing & Committed Action

Must be completed **BEFORE** our next meeting:

Review of Vocabulary: I must apologize, I wanted to offer space for us to discuss what happened at the Capitol and did not get a chance to go in-depth.

- Use the coupon code **DAC for FREE access** to our [Language 101 course](#) on our website. It is about 2 hours and is asynchronous, so you can take the course on your time. I go over all of the terms I mention and then some. There will be resources and plenty of reflection.
- Please take this course **BEFORE** our next meeting.
- If you have questions after you complete the course, write them down, and we will answer them at our meeting in February.

Focus Groups:

- Focus groups will take place January 27th for administrators (1:30 pm) & community members (7:00 pm); February 1st for middle school students (1:30 pm); February 2nd for High School Students; and February 3rd for teachers & staff.
- As of January 25th, we have the following number of focus group participants:
 - Teachers & staff: 9
 - Administrators: 8
 - LMS students: 4
 - HHS students: 3
 - Community members: 7
- Daniela Gonzalez will be our co-facilitator for all focus groups.
- The focus groups will also help us to clarify what questions should be asked in the climate surveys.

Climate Survey:

- The climate survey will assess equity, inclusion, and feelings of belonging.
- There are five different surveys that will be distributed to different stakeholder groups. The stakeholder groups are representative of the focus groups.
- There are general questions that will be asked of all groups, and then there are more specific questions for different stakeholder groups.
- **Timeline:** The survey will be distributed and responses collected by March 18th. The distribution will begin March 1st and ends March 18th.
- **We will email the survey questions soon; during our meeting, we will go over those questions and ask for your feedback.**

March 4, 2021 Workshop, 6:30 pm - 8:00 pm: This will be our first workshop together as a committee; below is the workshop's title and what we will cover.

I Am Because We ARE: Interpersonal Growth as a Grounding Practice for Organizational Change

Participants will:

- Be led through a self-reflective process to closely examine their personal stories, the histories of those stories, and analyze how their stories impact their leadership practice.
- Uncover internalized “single stories” that meet, disconnect, intersect, align, or sit in tension with complicated lived experiences and stories of other “community members.”
- Develop an accountability plan to reinforce your commitment to anti-racist practices & growth.

Suggested reading for February: *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander

- Before you begin reading (and to provide context for the book), [Please watch Michelle Alexander's Ted Talk](#). The book has a lot of contexts and this Ted Talk offers a great introduction.
- As Black History approaches, we know that everyone will celebrate prominent figures in the history of Black America. Unfortunately, these celebrations are usually whitewashed and passive. They exclude women, children, LGBTQIA+ activists, solidarity movements, and other important people and events. We have also been conditioned to discuss Black history without ever problematizing what structural

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The Institute for Anti-Racist Education is committed to ensuring that every student receives an education that is truthful, free from bias, liberating, and offered in a supportive, decolonized setting.

barriers hinder and harm the most vulnerable in the Black community. I invite you to read this book to understand how race was created in the US and why the carceral state continues to have an impact on children and families.

- Here [is a link to a study guide to help with your unlearning and learning](#). I suggest that you use this study guide as you read. It will help to focus your learning.

Wellness tip for this month: Schedules matter. Before the beginning of another week, organize your schedule. You will feel more grounded and in control. [Here is a resource to help you.](#)

Resting Affirmation for this month: Resting is not laziness in action; it is restoration enacted.

Living Affirmation for this month: I am more than my insecurities.