

Wylie Family,

July 27, 2021

We hope you've had a great summer, and we look forward to welcoming your students back to school in just a few short weeks. Thank you for your patience as we took the time to reflect and work on our D&I program. We're reaching out today because you expressed an interest in our Diversity & Inclusion program, and we want to provide an update on the program and what to expect moving forward.

This past school year was a year to "listen and learn" about our Wylie school community's needs, perspectives, and views. Please know, each person who has reached out has helped shape the direction of this program, and we appreciate your thoughts, feedback, and ideas. With that said, we acknowledge and understand the confusion surrounding D&I in Wylie ISD, especially when it comes to what the program is and what it isn't. The goal of our D&I program is to unite us, not divide us, and our primary focus for the upcoming school year is to bring people together. We know many of you have questions regarding critical race theory with the passing of House Bill 3979. Critical race theory and framework have never been part of the social studies curriculum in Wylie ISD or the social studies curriculum in Texas, nor is it part of our D&I program. We are hopeful today's update on our plan for the year will provide some clarity. We want to earn your trust and partner with you to ensure we meet the wide variety of needs of students across Wylie ISD. As a school district, we have always been committed to serving all students and providing them with the best opportunities and experiences to thrive.

D&I Stakeholder Group

In May, we asked parents to fill out a survey indicating a level of interest in participating in the D&I group. We were overwhelmed by the responses — 114 parents expressed interest in serving as group members. We considered multiple ways to select the stakeholders and ultimately decided on including all 114 applicants. By including all interested participants, more voices will be heard and will help unify us through conversation. We are excited about this opportunity and look forward to getting started.

Moving Forward

Our D&I parent group will meet numerous times this school year, both in large and small group settings.

Large Group Stakeholder Meetings

We will meet as an entire group four times this school year. The first meeting will take place on September 16th to kick off the year. During this meeting, we will outline a plan for 'Iniversity,' with founder Karith Foster. Karith is a resident of Plano and will help us bring people together by focusing on what we have in common while viewing our diversity as a strength. Please note, due to the large audience, this will be a presentation and will not contain a Q&A session. In August, we will ask you to submit questions that will help shape our September meeting, in which we will do our best to address the most frequently asked questions. As always, any questions you may have can always be directed to Mr. Reggie Bibb throughout the year.

Small-Group (Pillar) Stakeholder Meetings

To ensure the monthly meetings are productive and manageable, we will ask each member to select one "pillar" to join. Each month, a different pillar or focus group will meet to discuss the respective pillar. Through these small group collaborations, we will seek feedback on a number of items, including how we can continue to improve our organizational practices and how we

can better equip staff to serve and meet the needs of our growing school community. The five pillars may be found on our [website](#).

During these meetings, conversations, questions, and discussions on the specified topic are highly encouraged. We hope the smaller groups and narrowed focus will allow us to engage in conversations that will lead to better support for our staff and students.

Meeting Schedule & Other Information

Below is a tentative schedule and plan for the 2021-22 school year, including the pillars and monthly topics. All meeting agendas will be posted on the D&I website for your reference. The scope of the D&I Director's role will be formed in partnership with this group and these efforts. The plan below allows every Stakeholder to be a part of four different events this year while keeping the groups small enough to facilitate meaningful conversations where everyone's voice is heard. As a reminder, all information regarding this program can be found on our website: wylieisd.net/di.

D&I Stakeholder Group 2021 - 2022 Year-at-a-Glance

Month	Focus Item	Pillar
July/August (July 26) Follow-up in August	Send out communication and scope and sequence of Stakeholder Group Meetings	None
September 16	Defining, Managing, and Modelling D&I in Wylie ISD	Pillar 1 (All are invited)
October 19	Identifying, recognizing, and celebrating students, staff, and heroes and holidays that matter to us Celebrating Unity Day	Pillar 5
November 16	Character Education and Student Discipline Practices- The Wylie Way	Pillar 4
January 20	Dr. Martin Luther King	Day of Service Project- (All are invited)
February 15	Identifying professional learning opportunities	Pillar 3
March 15	Identify, attract, and retain quality staff members.	Pillar 2
April 19	Celebrating Culture Week	Pillar 5 (All are invited)

May 20	Celebrating World Day for Cultural Diversity	Pillar 5 (All are invited)
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Again, we look forward to working with each of you. Together, we can continue to provide a school environment that makes all students feel valued and heard. Thank you for your involvement in the program and your continued support of Wylie ISD.