February D&I Stakeholder Meeting Notes

Pillar 3 - Provide diversity and inclusion professional learning and development opportunities for faculty and staff.

There were 7 people (2 staff members, 1 school board member, and 4 community members) present for our Tuesday, February 15th D&I Stakeholder Focus Group meeting. We began the meeting at 6:00.

We began by going over the norms and goals for the meeting. We expressed that one of the goals of this meeting is to communicate what our program has done, is doing, and next steps. We also communicated that another goal of this meeting is to get input from our school community so that we can produce 2-3 action items to focus on for the next school year.

The meeting ended at 7:00, but we stayed after for casual conversation. We took notes from the meeting, and from the notes came 6 possible action items. Some of the thoughts expressed in the meeting were:

- Branding is important. How do we teach everyone what diversity IS and IS NOT in Wylie ISD?
- We are in Diversity and Inclusion 101, meaning we are in the beginning stage of the learning process.
- Every parent wants their student to feel like they belong, safe and valued. How can we communicate this to all of our educators and use this as a foundation for every interaction?
- What does diversity and inclusion look like and sound like in the classroom?
- What information do we need to gather, and how? What kind of surveys do you use? Are outside surveys more effective or less effective? How do we create surveys that don't have bias?
- Can the Rotary Questions fit into the learning process?
- We sometimes rely too heavily on the PTA when receiving and giving information to parents. Are there other avenues through which we can use to share information?
- These meetings give us a great opportunity to learn and grow from each other. How can we do more of these?
- The learning process is messy, and we are going to make mistakes. Recognize them, pause, and regroup, but don't be afraid to mess up.
- It is more difficult now than ever to teach. Building relationships on the front end helps build a safety net of trust for our teachers.
- It is important to learn that saying, "I don't know," is an appropriate response. We are all learning and growing.
- How do we create a common language so that everyone is speaking the same language?
- This learning process has to be multi-tiered: It has to be led from the top and carried out through all levels of the school community.
- How do we create consistency across all campuses while also giving each campus the flexibility they need to effectively respond to the needs of their campus?
- How do we plan to involve parents in this process, and how do we help them grow?
- How can we market and brand (re-brand) this?

Possible Action Items
- Create a D&I 101 basic training for all of our administrators to share with their campuses. The topic is how to make others feel like they belong, valued and safe in our classrooms, and how to

redirect conversations back to learning in a way that aligns with our values.
- Create messaging/signage for all educators and staff that list, define, and give examples of what making others feel like they belong, valued, and safe looks and feels like.
- Find a new way to brand and market D&I in our school community.