

Good afternoon,

We hope that the school year has gotten off to a great start for you and your family. The purpose of this email is to provide you with an update and next steps for our D&I Stakeholder Group.

Again, we want to thank you for your patience with us during this process.

September 16th

We have Thursday, September 16th set as our kickoff date. This will be held at Wylie East High School from 6:00-7:00 P.M. The agenda for this meeting will be posted online within 48 hours after the meeting is over. The purpose of this first meeting is to continue to define what Diversity and Inclusion is in Wylie ISD, and to answer some of the questions that you may have. Because of the anticipated size of the group, this will be more of a presentation and there will not be a question and answer session. At the end of this email, we have a Google form for you to fill out. In the Google form, we have a section where you can list questions that you have about D&I in Wylie ISD. Our goal is to answer as many questions as possible through our presentations.

Wear Orange

This is an important step in bringing people together. Orange is a symbol of unity. Each year, our school district recognizes and celebrates Unity Day. Unity Day is an annual event occurring during National Bullying Prevention Month in October that promotes joining together to create healthier communities through kindness, acceptance, and inclusion. This is a day when we can come together in one giant, ORANGE message of hope and support.

We will have orange shirts for everybody. Our hope is that this can be a night that we can all come together, under the same message and color for unity within our school district. This is an opportunity for us to show our students, our school district, and our community that we can all come together. In the Google form below, there is a section where you can fill out your shirt size. We will have a shirt for everyone who fills out the Google form to wear that night and at future meetings.

Focus Groups

As we stated before, we want to host a series of smaller focus groups. To ensure the monthly meetings are productive and manageable, we will ask each member to select a "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, as well as how we can better equip staff to serve and meet the needs of our growing school community.

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.

So that we do the best we can to ensure that each stakeholder is in a group that is meaningful to them, we ask that you rank in order of importance each pillar in the Google form below. Our

goal is to level the groups as much as possible, so we may have to put you in a group that is not your first choice.

The Pillars are:

- 1 - Define, manage, and model an inclusive climate and culture
- 2 - Recruit, attract, and retain highly qualified potential teachers to diversify our applicant pool, and retain a diverse faculty and staff that reflects the demographics of our students.
- 3 - Provide diversity and inclusion professional learning and development opportunities for faculty and staff.
- 4 - Embrace character education and student discipline practices - the Wylie Way.
- 5 - Identify, recognize, and celebrate students and staff and the diversity of cultures, races, and ethnicities in our school and community.

Meeting Schedule & Other Information

Below is a tentative schedule and plan for the 2021-22 school year, including the pillars and monthly topics. The scope and sequence allow every Stakeholder to be a part of 5 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	Time and Location
July/August (July 26) Follow-up in August 27th	Send out communication and scope and sequence of Stakeholder Group Meetings	All	
September 16	Defining, Managing, and Modelling D&I in Wylie ISD	Pillar 1 (All are invited)	6:00 - 7:00

			Wylie East High School Auditorium
October 19	Identifying, recognizing, and celebrating students, staff, and heroes and holidays that matter to us Celebrating Unity Day	Pillar 5	6:00 - 7:00 Wylie ESC Learning Center
November 16th	Relational Practices the Wylie Way	Pillar 4	6:00 - 7:00 Wylie ESC Learning Center
January 20th	Dr. Martin Luther King Jr. Day	Day of Service Project	TBD
February 15	Identifying professional learning opportunities	Pillar 3	6:00 - 7:00 Wylie ESC Learning Center
March 15th	OKGs - How to identify, attract, and retain quality staff members.	Pillar 2	6:00 - 7:00 Wylie ESC Learning Center
3rd Week in April	National Culture Week		TBD
April 19	Celebrating Culture Week	Pillar 5 (All are invited)	6:00 - 7:00

			Wylie ESC Learning Center
May 20	Celebrating World Day for Cultural Diversity	Pillar 5 (All are invited)	TBD

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 for your ongoing support of Wylie ISD.

Here is the link to the Google form mentioned above: <https://forms.gle/1MQh7yXFeGhmkk5M7>