



Equity Council Agenda

Date: November 18, 2021

Time: 5:30-6:30 PM

Location: SMS Library

| NORMS (Courageous Conversations): | | | |
|--|--|---|---|
| <p>Stay Engaged: Remaining morally, emotionally, intellectually, and socially involved in the dialogue Listen to understand not respond</p> | <p>Experience Discomfort: Acknowledge that discomfort is inevitable. It is through dialogue, even when uncomfortable, the healing and change begin.</p> | <p>Speak Your Truth: This means being open about thoughts and feelings and not just saying what you think others want to hear.</p> | <p>Expect and Accept Non-closure: This agreement asks participants to "hang out in uncertainty" and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue</p> |

| AGENDA |
|---|
| <p>A. Welcome and Introductions (5) - Frank Henderson</p> <ul style="list-style-type: none"> Introduce New Members - 14 members present |
| <p>B. Opening Activity (10)</p> <ul style="list-style-type: none"> Update SDLC (Student Diversity Leadership Conference) |
| <p>C. Mission and Purpose (5) - Dedra Raines</p> <p>The Seaman Equity Council will facilitate opportunities for community collaboration and education that will promote diversity, equity and inclusion. This group will...</p> <ol style="list-style-type: none"> Be open to multiple perspectives and raise awareness and respect among people with diverse cultures, ideologies, backgrounds, abilities, and identities. ** prior statement Promote kindness and self efficacy. Educate staff, students, and the community. Listen to voices who are often unheard. Actively use strategies to communicate with the district body to facilitate continued learning. |
| <p>D. USD 345 Board of Education Resolution - November 8, 2021- Frank Henderson (20)</p> <ul style="list-style-type: none"> Resolution Activity-Here's What, So What, Now What Discussion Protocol |
| <p>E. Needs Assessment Section 1, Frank Henderson, Danira Fernandez-Flores, Becky Kramer, Dedra Raines (30)</p> <ul style="list-style-type: none"> Equity Council Priority #1 - Short-term strategies 1 and 4 <ul style="list-style-type: none"> Firm Statement (Resolution) Board Policies <ul style="list-style-type: none"> GAACA JGECA |

- [JDDC](#)
- [GA AE](#)
- [Building Handbook Review](#)
 - [MELC & Elementary](#)
 - [Seaman Middle School](#)
 - [Seaman High School](#)

RESOURCES:

[EAB Equity Self Assessment and Implementation](#)

[How school and district leaders can address systemic racism](#)

2021-2022 USD 345 Equity Council Meetings @ SMS 5:30-6:30 PM

~~September 30, 2021~~

November 18, 2021

January 13, 2022

March 10, 2022

May 12, 2022