

Meeting Minutes/Notes

Name: **Diversity, Equity and Inclusion Team**
Date: November 21, 2022
Time: 3:30 - 6:30 p.m.
Location: Darien High School - Learning Connections, 80 High School Lane
Notetaker: Keith Keeler
Slide deck: [CLICK HERE](#)

Minutes

I. Welcome and Celebrations-Shout Outs-Shares

Still seeking for this committee - Coach representation - Para representation - Additional Students

Some changes to group membership, recognition of those rolling off and welcoming new members.

Celebrations: Diwali celebration in town, Thriving Youth Task Force, Theater 308, Darien Arts Center (Films / Nutcracker)

Review Guiding Ideas:

1. Vision
2. Mission
3. Core Values
4. DEI Team Agreement
5. Equity Statement

II. Network Updates

1. Network Reflections: Debrief “no more chairs activity”.
2. 8 questions from meeting before

3. Snowball activity - review list of “snowball ideas” independently. Mark the ones you want to take immediate action on. Talk with your group about what you agree on.
 - a. Each group identifies 3 that are most important and then shares with the larger group which 1 was easiest to agree on.

III. Navigating Challenging Conversations

→ Video - Courageous Conversations - Glenn Singleton

- ◆ (4 quadrants - of how we view a situation - believing, thinking, acting, feeling) - goal is to be balanced depending on how you're viewing it
- ◆ Approaching it in this way - allows you to avoid initial judgements and deal with the issue at hand - which can result in improving everyone's quality of life
- ◆ How to approach a conversation - questions to consider:
 - Notice - what is happening here?
 - Have you noticed? - Why does this work matter?
 - Engage - notice how you're feeling
 - Understand - what personal meaning do I assign it?
 - Empathize - what is the other person feeling?

→ After Watching the Video - Discuss in Tables Using Following Protocol (What, so what, now what?):

- ◆ What did you hear?
- ◆ So what? What do I think about it?
- ◆ Now what can you do about it?

→ As a whole group - share out

→ Network HW:

- ◆ Watch video from Glen Singleton
- ◆ What, so what, now what protocol
- ◆ Members act as facilitator in this discussion with networks

IV. Break

V. Focus Group Team Work

- Give Chris 3 “next steps” for the group - requests for more information or survey or interview ideas.

VI. Ending Well

- Sharing of something we’re looking forward to during this Upcoming Thanksgiving break.

Future Meetings: January 23, February 13, March 13, April 24 and May 22. Meeting information is also available on the DEI Page of the District website.