

Equity and Diversity Council Meeting Minutes

Tuesday, September 19, 2017

3:45 pm at Town Hall- Room 400

Agenda Topics	Discussion	Action
<p>3:45 Welcome</p>	<p>Sign in, greetings and preparation for the Inspiring Equity multimedia WHC-TV studio session</p>	
<p>4:00 WHCTV Studio Inspiring Equity Photo-shoot and Video-recording</p>	<p>EDC building representatives and several subcommittee members participated in a photo-shoot and video recording for the Inspiring Equity project. Grant Coordinator Michelle Lacroix gave a recap of the Graustein Memorial Fund grant to bring to the community an inspiring interactive multi-media exhibit <i>We All Have a Story to Tell: Inspiring Equity Through Community Conversations</i> that will open at WH Town Hall December 14 & 16. A community dinner and discussion kick-off will take place on Nov. 3 at Holy Family Retreat Ctr, WH</p>	<p>Roszena will provide Michelle with photo release</p>
<p>4:25 Purpose and Group Grounding</p>	<p>EDC Chair Roszena Haskins reviewed the meeting purpose and intended outcomes.</p> <p>EDC Co-chairs Dave Barrieau and Melissa Zych led the group in a welcome and introduction of new members, returning members and guests who all shared their roles, assets they bring to the EDC and expectations.</p> <p>Subcommittee chairs were identified/introduced.</p>	<p>Previously established norms to be reviewed and discussed for suggested changes and consensus at next core meeting.</p> <p>In the interim, Dave B will collect members' input in the development of a group charter to be discussed among subcommittees in Oct.</p>
<p>Planning</p>	<p>Roszena did a walk-thru of the EDC Structure document (membership, meeting dates, times, location, subcommittee descriptions and chairs) (Linked EDC Overview- Meetings, Membership, Subcommittees or scroll down to pages 3 & 4 of this document)</p> <p>The group clarified and discussed the expectation that EDC building representatives will reserve time on the Oct. Faculty Meeting agenda at their schools to give a brief overview of the EDC and subcommittees and ways that faculty members can get involved.</p>	<p>EDC co-chairs will:</p> <ul style="list-style-type: none"> -create talking points for EDC reps. -make EDC Overview document available for distribution -provide colleagues ways to sign up for subcommittees of interest. -share with Parent-Teacher Council (PTC) <p>EDC building reps will follow-up with principals to get on the Oct. faculty mtg agenda.</p>

5:03 Adjorn

Next EDC Meeting- Subcommittees will meet on Tues. 10/24/17 @ 3:45 pm. in assigned Town Hall Rooms (TBA). All are welcomed to attend EDC meetings and participate on a subcommittee.

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Co-Chairs

Dave Barrieau-Morley- dave.barrieau@whps.org
Melissa Zych-Charter Oak International
Academy-melissa_zych@whps.org

Staying Connected

Equity and Diversity in Action Google Community
<https://plus.google.com/u/0/communities/118256162483383215961>

WHPS EDC Webpage <http://www.whps.org/page.cfm?p=3993>

Resources WHPS Toolbox of growing Cultural Competence resources is housed on Schoology. Access via [WHPS- Best Practices in Cultural Pedagogy](#) (Code to join is 2FN2V-GT64R) . Click on 'Resources' in the left hand column.



WHPS Diversity Advancement



EQUITY AND DIVERSITY COUNCIL (EDC)

The purpose of the Equity and Diversity Council (EDC) is a long-term commitment to the development of systemic approaches to enhancing our policies, practices and the teaching and learning process toward ensuring equitable opportunities and support for each and every student. The EDC is co-chaired by Roszena Haskins, Director of Diversity Advancement and teachers Dave Barrieau (Morley) and Melissa Zych (Charter Oak International Academy).

Meeting Dates for 2017-2018

Town Hall – Room 400*

Tue. September 19, 2017	3:45 pm – 5:00 pm
Tue. October 24, 2017*	3:45 pm – 5:00 pm
Tue. November 28, 2017	3:45 pm – 5:00 pm
Tue. December 19, 2017*	3:45 pm – 5:00 pm
Tue. January 23, 2018	3:45 pm – 5:00 pm
Tue. March 27, 2018*	3:45 pm – 5:00 pm
Tue. April 17, 2018	3:45 pm – 5:00 pm
Tue. May 22, 2018	3:45 pm – 5:00 pm

*Dates when EDC subcommittees meet in designated Town Hall rooms (TBA)

EQUITY AND DIVERSITY CORE COUNCIL MEMBERSHIP 2017-2018

Aiken Cathy Davis	Braeburn Bonnie Arcari	Bugbee Jenny Dorl Courtney Phelan	Charter Oak Melissa Zych
Duffy Gayle Campbell	Morley Dave Barrieau Jenny Dorl	Norfeldt Erica Moses	Smith Ann Graboski
Webster Hill Jeff Wallowitz	Whiting Lane Kayla Van Calcar	Wolcott Amy Fisher	Bristow Steve Cook Melissa Thom
King Philip Christina Foreman Scott Ratchford	Sedgwick TBD	Hall Shelley Solomon Lara White	Conard Ann Marie Houlihan Alison Peake
Central Office Roszena Haskins Amy Yarbrough	Community Diana Heymann Gale Shapiro		

Clear Paths. Bright Futures. No Limits.

EQUITY AND DIVERSITY COUNCIL (EDC) SUBCOMMITTEES

Ethnic Affairs Committee

Chair: Lara White

This subcommittee is comprised of two action work groups: The **WHPS/WHEA/WHAA Ethnic Affairs Committee** is a local level of the Ethnic Minority Affairs Committee of the CT Education Assoc consisting of educators across the district who collaborate, plan, and support programs and opportunities for expanding and sustaining diversity. The **Future Educators of Diversity Program (Co-Chairs: Jamahl Hines and Kim Ambroise)**, in partnership with local colleges, encourages, provides training, mentorship, and support for high school students of color to enroll in a CT teacher preparation program. The goals of this program are to ensure that students, as aspiring educators of color, are identified, mentored, and are encouraged to build relationships with those who can support them in their journey to becoming West Hartford professional educators. Students who successfully complete the program, meet higher education requirements, and complete educational certification will be guaranteed an interview for employment opportunities in the WHPS.

Family Engagement Subcommittee

Chair: Scott Ratchford

Elements of this subcommittee's research and work aim to provide opportunities for family engagement and seeks to address barriers based on 5 key principles: 1.) Providing a welcoming school environment and reducing identified barriers; 2.) Active two-way communication utilizing a variety of mediums. 3.) Positive communication regarding student behavior & achievement to families. 4.) Communication that allows for the identification of experiences that increase dialogue opportunities. 5.) Opportunities for families to be involved and influence planning/policy utilizing their expertise. The Family Engagement subcommittee has been so closely linked to the work of the Open Choice Enhancement subcommittee.

Open Choice Enhancement Subcommittee

Chair: Amy Yarbrough

This subcommittee recognizes that the unique sacrifices and needs of Open Choice families require more individualized study and support beyond what WHPS does for West Hartford resident families. Challenges that Open Choice families face may not be common for West Hartford families, and all participating program school staff need to be aware and responsive (i.e. Families with students in multiple districts, multiple schools within district, transportation challenges before/after school, snow delays, etc). This subcommittee has been closely linked to the work of the Family Engagement subcommittee and have collaborated on efforts to welcome and engage families in the West Hartford Public Schools.

LGBTQ Advisory

Co-Chairs: Bonnie Arcari & Cathy Davis

Embracing diversity is a core value of the West Hartford Public Schools. We want all students and families to feel welcome, regardless of income, race, religion, or family structure. LGBTQ (lesbian, gay, bisexual, transgender, questioning) Advisory, with the support of administration, seeks to ensure that this core value is modeled for students, families and employees. To that end, the LGBTQ Advisory offers support and resources for matters of concern to LGBTQ students and staff, and works to better promote inclusion, awareness and respect for all.

Student Achievement & Educator Capacity-Building Subcommittee

Co-Chairs: Dave Barrieau & Melissa Zych

This subcommittee serves to facilitate access to opportunities for students and educators and pathways for success through policy, practice, programming and professional development.. The Cultural Competence Continuum and CT Cultural Competence Standards for Professional Learning frame, ground and guide the work of this subcommittee.

(Subcommittee name change under review)

Cultural Competence Continuum

Cultural Consciousness: Understanding of one's own cultural identity, bias, prejudices and experiences of both privilege and marginalization	Cultural Responsiveness: Commitment to the continuous improvement of skills, knowledge and personal growth needed to establish meaningful connection with people from various cultural backgrounds	Cultural Advocacy: Lifelong commitment to action that supports equity in each school community
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CT Cultural Competence Standards for Professional Learning: Professional learning that enhances both educator practice and outcomes for each and every student facilitates educators' self-examination of their awareness, knowledge, skills, and actions that pertain to culture and how they can develop culturally-responsive strategies to enrich the educational experiences for all students.