



# Diversity, Equity, & Inclusion Board Advisory Committee

Meeting Notes | April 27, 2023

BV Board of Education Room

Members present: Kiwaini Duson, Richard Nobles, Angela Mosby, Dennis Selznick, Jodie Dietz, Jim McMullen, Dr. Tonya Merrigan, Dr. Kelly Wessel, Scott Roberts, Erica McDonald, Sarah Markowitz, Samiya Toliver, Jackie Dearth

## Notes:

Dr. Wessel opened the meeting with end-of-the-year celebrations. Each member and visiting patron present shared either a professional or personal celebration for the 2022-23 school year.

After celebrations, Dr. Wessel presented Blue Valley Schools' Religious Holidays and Observances Calendar from March 2023-December 2024. This calendar is shared with staff to help support event planning and to help educators support students who are absent from school to celebrate religious holidays or observances. Due to the volume of religious holidays from the world religions, the committee was asked to provide guidance regarding which days are the most important to help guide the staff in their academic planning (e.g., the goal is to avoid administering tests on these days or scheduling in-person learning activities such as a science experiment that are difficult to make up if a student is absent), as well as to guide the scheduling of after school events, such as athletics and activities.

The following holidays were mentioned:

- Passover - the first two nights
- Good Friday
- Eid al Fitr
- Rosh Hashanah
- Yom Kippur
- Diwali
- Christmas
- Ash Wednesday
- Magha Puja Day
- Ramadan
- Holi

The committee also reviewed the BOE DEI Committee dates for 2023-2023 to ensure there were no conflicts due to religious holidays/observances or cultural events.



## Diversity, Equity, & Inclusion Board Advisory Committee

The committee then moved into a critical attributes activity in which they discussed in small groups and then as a whole group, questions to support our DEI hiring practices.

The discussion questions include the following:

- What critical attributes should Blue Valley Schools' employees possess?
- When interviewing potential candidates, what questions should Blue Valley Schools include in their interview instruments?
- As we consider job descriptions, what words, phrases, and/or sentences should we employ?

The next Diversity, Equity, and Inclusion Board Advisory meeting will occur on Thursday, September 7th, 4:00 - 5:15 PM in the Board Room at the District Office.