



## **Blue Valley Board of Education Diversity, Equity, Inclusion Committee September 1, 2022**

Attendance: Chuck Corday, Jackie Dearth, Jodie Dietz, Kristi Dixon, Kawaini Duson, Chris Gray, Anne Kastelic, Nefertari Kirkman-Bey Pross, Gina Knapp, Erica McDonald, Tonya Merrigan, Angela Mosby, Tyson Ostroski, Scott Roberts, Dennis Selznick, Fariha Shafi, Sami Tolliver, Manal Wiedel

The Blue Valley Board of Education Diversity, Equity and Inclusion (DEI) Committee met on Thursday, September 1, 2022. The meeting started with a welcome from Dr. Merrigan followed by introductions. Mr. Scott Roberts, Executive Director then reviewed the role and purpose of the committee and after discussion the committee wanted to make sure we added actionable goals to the work.

The committee then spent time brainstorming what information they wanted to receive from the District in regards to work being done with DEI. Below are the topics discussed.

- What does it look like to be college and career ready in terms of DEI?  
What are we already doing?
- How do we currently engage all groups of parents?
- How are we finding, recruiting, and retaining staff who represent all our students?
- Do we introduce DEI at the elementary and middle level so when they get to high school it is a habit and part of our culture as a school district?
- Could we bring high school leaders from different groups together to share ideas, projects, and goals to find opportunities to collaborate around DEI topics?
- What training is available or required for all staff around DEI topics?

- How do we measure the belongingness of all students throughout the district?
- What are the best practices regarding DEI for staff?
- Do we recognize that DEI is more than race (gender, socioeconomics, etc). For example - Are we ensuring students are not left out of activities/athletics due to financial barriers?
- Are policies at the district and building level looked at with a DEI lens?

The committee then spent time looking at ideas, initiatives or activities that we could initiate, support or engage. The list below is what the group discussed as options.

- Develop an age appropriate reading lists of books with DEI topics for parents to utilize at home.
  - Reading list paired with reading guide
  - Topics or questions to discuss with kids
  - How to have conversations so parents are empowered to have these conversations
- Multicultural Festival
  - Reinvigorate
  - Have to make space to celebrate diversity and joy
  - Long term plan so progress is attainable
- Student-led professional learning for staff
  - Empower teachers to support and engage in DEI
- DEI Committees in middle and elementary schools
  - Parent involvement in these groups
  - Book lists could be derived from this group
  - Global but local
- Engaging our diverse parent groups
  - Why are some not engaged?

**Next Meeting**  
**Thursday, October 6, 2022**  
**4-5:15 pm**  
**Blue Valley District Office**