

DEI Running Agenda 21-22

9/30/21

Chaired by Superintendent Record

Attendance:

Review of Mission:

On September 8, 2020, the Cape Elizabeth School Board approved the establishment of a Diversity, Equity, and Inclusion (DEI) Task Force.

The mission of the DEI Task Force is "to create and begin to implement an action plan designed to improve diversity, equity, and inclusion in the Cape Elizabeth Schools, with a focus on curriculum, professional development, and climate/culture."

Review of Norms:

Stay engaged.

To stay engaged is a refusal to let your heart and mind "check out" of the conversation while leaving your body in place. It is a personal commitment each person makes, regardless of the engagement of others. It means remaining morally, emotionally, intellectually, and socially involved in the dialogue.

Speak your truth.

To speak your truth you must be willing to take risks and be absolutely honest about your thoughts, feelings and opinions and not just saying what you perceive others want to hear. Until we can become completely honest, the dialogue will remain limited and ultimately ineffective.

Experience discomfort.

To deal with the reality of race in an honest and forthright way, you agree to experience the discomfort that is to be expected due to the problematic state of racial conditions in our society. (If educators experience division as they deal with issues of race and equity, we suspect that they were already silently divided. Although discomfiting, giving voice and meaning to this divide can begin the process of healing and transformation.)

Expect and accept non-closure.

To engage in courageous conversations about race is to recognize that you/we will not reach closure in our racial understandings or in our racial interactions. There is no "quick fix" or solution to the challenge of our racial struggle as individuals, or as a society. Therefore, we must commit to an ongoing dialogue as an essential component of our action plan.

Honor confidentiality.

To support each other in our risk-taking, we agree to respect the privacy of each individual's identity and life experiences, but we reserve the right to share ideas and content publicly.

Sources

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King Middle School. (2020). *Community agreements*. Race and Equity Seminar.

Singleton, G. E., & Linton, C. (2005). *Courageous conversations about race: A field guide for achieving equity in schools*. Corwin Press.

Update on Equity Audit by Jo Persad

-  CE Ecosystem .jpg
-  CE Roadmap Infographic.pdf
-  Potential Student Interview questions

Who is here? Who is missing or needs to be invited?

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Current DEI focus/work in each school

- PC
- CEMS
- CEHS

Brainstorm goals for the DEI Taskforce for 21-22

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Next Meeting: 10/21/21 3:30 pm