

Council for Diversity and Inclusion (CDI) Update

The CDI met on November 18th to assign members to sub-committees. The sub-committees identified are Climate, Curriculum, Hiring, and Community Outreach. Members of the CDI also participated in a shared reading and discussion facilitated by Dr. Lucky. The readings included an excerpt from Ibram Kendi, "How to Be an Antiracist."

Sub-committees identified areas of action (goals) for the year as follows.

Climate:

- 1) Provide professional development to District staff regarding cultural awareness and unconscious bias.
- 2) Identify survey to distribute to students and staff at various levels regarding equity and belonging in GVSD.

Curriculum:

- 1) Perform a curricular audit of materials and resources related to Social Studies (to begin) this year.
- 2) Create a feedback loop to the Department of Teaching and Learning regarding curriculum and programming.

Hiring:

- 1) Create a plan regarding recruitment and retention.
 - a. Create exit interview process to determine why employees leave the District and study trends.
 - b. Institute a robust mentoring program.
 - c. Create partnership with culturally diverse colleges and universities.

Community Engagement and Outreach:

- 1) Enhance the CDI website to calendar of events and include a baseline inventory of events occurring in each building.
- 2) Form focus groups to address needs that surface from surveys (Climate).