

## Council for Diversity and Inclusion (CDI) Update

The CDI met on March 10th. This large group council meeting was facilitated by Dr. Crystal Lucky to provide the Council with professional learning and development related to equity work. In addition, this meeting included a guest speaker, Dr. Alex Iannucci, from Villanova University. Dr. Iannucci currently leads institutional strategic planning concerning the inclusion of minoritized identities at Villanova University. As a national speaker and scholar on topics affecting minoritized people, Dr. Iannucci has a range of experience working in diverse environments addressing systems of oppression and creating organizational change. During this March meeting, Dr. Iannucci specifically assisted the group with gaining an understanding of how anti-racism work creates opportunities for all marginalized groups and the power of “system disruption.” Dr. Iannucci’s presentation is aligned with Kendi’s, “How to be an Anti-Racist” which continues to be discussed and utilized as a resource with the CDI.

A sub-committee work group meeting is scheduled for April 9<sup>th</sup>. Following that meeting, further updates will be provided from each sub-committee for the April Board meeting. One highlight to add from our last Board Report in February is that Great Valley was asked to present on a panel for the “Diversity Hiring in Schools” meeting of the NAACP Main Line Branch on February 25<sup>th</sup>. Dr. Wexler and two GVSD teachers, Ms. Lisa Phoenix and Ms. Maureen Clark, presented on their experiences working in the District as related to both recruitment and retention. Ms. Clark and Ms. Phoenix are co-chairs of the Climate and Hiring sub-committees, respectively. Both teachers are highly active in the employee formed affinity group, “People of Color” that has been working to actively mentor diverse staff on a volunteer basis. During the panel presentation, GVSD highlighted its most recent hiring data that demonstrated an increase in diverse applicants and hires, as well as its active efforts to retain staff while creating a climate of belonging and inclusion.