

Council for Diversity and Inclusion (CDI) Update

The CDI met on April 7th for a sub-committee work group session. Prior to breaking into sub-committees, the council spent time discussing a topic that had generated District level conversation regarding equity. Dr. Wexler and Dr. Lucky facilitated the conversation. Moving forward, the council will continue to be a venue for the discussion of happenings or events that arise and challenge our system with regard to equity, inclusion and belonging.

The Curriculum sub-committee announced a plan to reconvene in early May when Dr. Ferrios is available. At this time, Dr. Ferrios has already begun to review documents as part of the K-12 Social Studies curricular audit.

The Hiring sub-committee continues to provide updates on administrative searches and steps related to retention of diverse staff. The Delaware Valley Consortium for Excellence and Equity (DVCEE) held its annual Educators of Color job fair on April 12th. Dr. Wexler and Ms. Maureen Clark (teacher at KDM) interviewed potential applicants throughout the afternoon.

The Community Outreach and Engagement sub-committee shared they are beginning to look at images displayed in schools as related to diverse representation. Additionally, the sub-committee is strategizing a possible “tag line” for the work of the CDI that succinctly summarizes what the CDI is “all about.” Lastly, this sub-committee will work to incorporate a community conversation around equity as part of the Speaker Series for next school year.

The Climate sub-committee has made an official recommendation for the use of the DEI module associated with the Youth Truth Survey for administration next Fall. The consultant from Youth Truth joined the sub-committee to review the utility of the survey for organizational Climate assessment. Further, the sub-committee is inviting consultants to share possible training modules on implicit bias and cultural awareness for staff during the 2021-2022 school year. This sub-committee will continue to vet models and make recommendations to administration.

The next large committee meeting will be held on May 5th, which will be final meeting of the CDI for this school year.