

## DEI AGENDA

Meeting Date: Second Wednesdays of the Month 3.8.2023

Place: 6th Grade (subject to change)

Time: 1:15


Members Present	
Announcements	
Meeting Objective	<ul style="list-style-type: none"><li>● Review and implement a format for healthy dialogue for future meetings (meeting agreements)</li><li>● To understand the capacities and limitations of the DEI committee regarding policy</li><li>● Review definitions for talking about gender identity, students, families and schools</li><li>● Begin to unpack as a group the trans expansive guidelines<ul style="list-style-type: none"><li>○ What is legally obligated</li></ul></li></ul>
Opening Verse	<p>A healthy social life is found only when, in the mirror of each soul, the whole community finds its reflection, and when, in the whole community, the virtue of each one is living.</p> <p>-Rudolf Steiner</p>
Read DEI Mission Statement: Established 2021-2022	<p>“The Diversity, Equity, and Inclusion Committee at Madrone Trail formed to help facilitate action around the values of our school. Ideas may come from staff, students, the board or administration, or parents and families. The committee meets monthly to discuss any ideas that have been brought up, and to come up with concrete ideas to implement changes and solutions to make our school a more diverse, equitable and inclusive environment. “</p>
Discussion Items	<p>Agreements:</p> <ul style="list-style-type: none"><li>● I will not assume I completely understand another person's reality:</li><li>● I will try to avoid making assumptions about others attending the meeting or generalizations.</li><li>● I will try not to ask individuals to speak for their (perceived) social group.</li></ul>

	<ul style="list-style-type: none"> <li>● I will try to listen actively and with an ear to understanding others' views.</li> <li>● I will not discriminate on the grounds of race, color, sex, marital status, religion, national origin, age, sexual orientation, gender, or disability</li> <li>● I acknowledge everyone here is committed to making sure our kids are safe and supported and loved.</li> <li>● I will take on the principle of charity: assume that the best possible interpretation of that statement is the one that the speaker meant to convey. <ul style="list-style-type: none"> <li>○ If not, I will ask the speaker for clarification</li> </ul> </li> </ul>
DEI Committee Work on Transgender Student Support	These meetings are used to gather information and hear perspectives from the community that will help our teachers, admin and board in creating a supportive trans expansive policy.  See Bylaws
Terms	<p><b>Ethnocentrism:</b> Means to apply one's own culture or ethnicity as a frame of reference to judge other cultures, practices, behaviors, beliefs, and people, instead of using the standards of the particular culture involved</p> <p><b>Gender:</b> Gender refers to the characteristics of women, men, girls and boys that are socially constructed</p> <p><b>Sex:</b> Biological sex, such as male, female, or intersex, commonly refers to physical characteristics (chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy)</p> <p><b>Social Construct:</b> an idea that has been created and accepted by the people in a society</p> <p><b>Identity:</b> Who am I? Identity encompasses the memories, experiences, relationships, and values that create one's sense of self</p>

<p>Madrone Trail Policies and Links</p>	<p><a href="#">Non Discrimination Act Link</a>  <a href="#">Discrimination Complaint/Grievance Procedure</a>  <a href="#">Every Student Belongs Policy</a>  <a href="#">Bias Incident Complaint Procedure</a>  <a href="#">Americans with Disabilities Act</a></p>


## Examples of Social Constructs

### Race



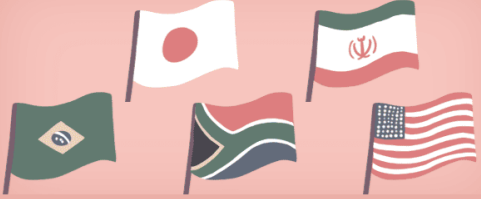
Historically, humans have separated and grouped those with different skin colors and features

### Money



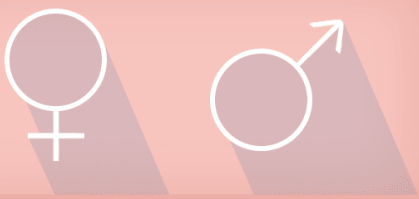
Humans agree on what paper and coins represent

### Countries



Humans mutually agree and acknowledge their existence

### Gender



Men and women act differently based on dictated gender roles

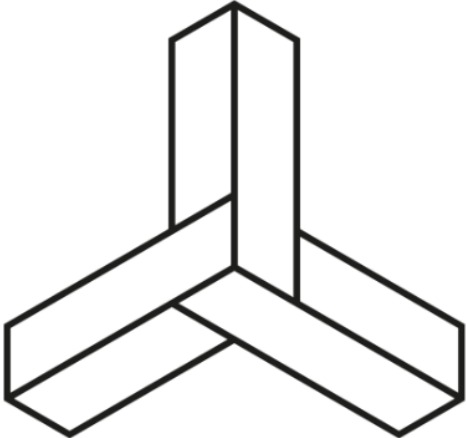
# DEI pillars



action



dialogue



learning

