

EDI Committee

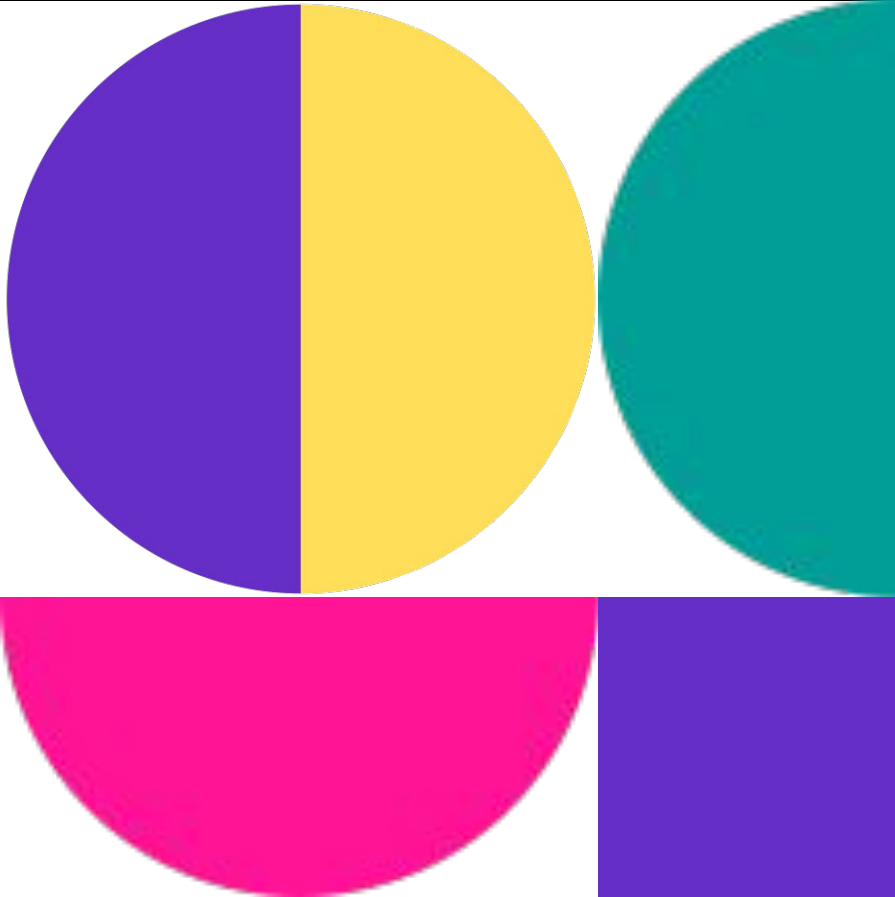
2023-2024 School Year

This is the agenda/presentation from the first EDI committee meeting.

Updates from the 8/29 meeting are highlighted in Green. We will aim to distribute the agenda and updates each month.



Agenda



Co-Chair Introductions

Mission Statement

Pronouns

Introductions & ID Cards

Meeting Format

Conscious Conversations About Race

EDI Calendar

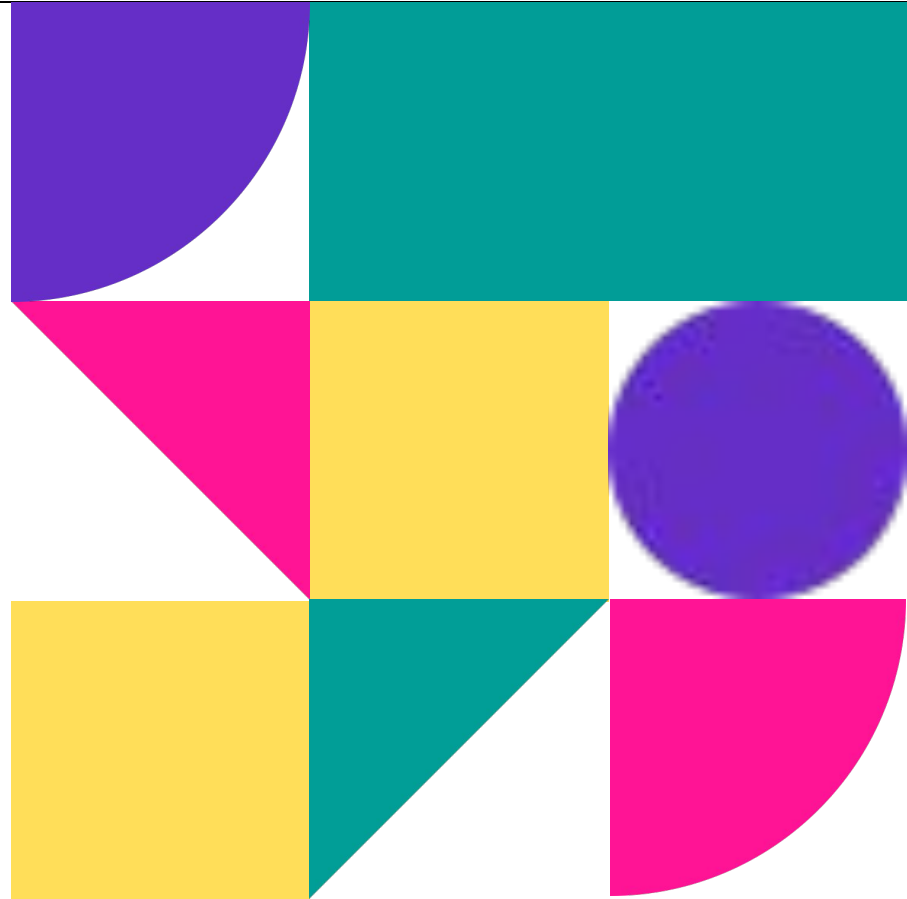
Budget

Event Template

Upcoming Events

Role Sign Up

Co-Chair Introductions



Tish Clendenen



I have several years of experience working with Red Hawk Elementary's Equity Diversity and Inclusion committee and am constantly learning and growing in this field. I'm a former high school Spanish teacher, and I currently work at the University of Colorado Boulder in the French & Italian department.

My love of languages has introduced me to a variety of different cultures, and I care deeply about this work.

I have a 4th grader, 1st grader, and kindergartener at Red Hawk Elementary this year.

Gardenia Willoughby



I'm an avid advocate for Equity, Diversity, and Inclusion, both at work and in my community. As Co-Chair, I'm dedicated to making a meaningful impact for our students, and I'm inspired by how embracing EDI in a professional context can lead to change in the broader world. Professionally, I'm Partner, Experience Operations at Lippincott, a brand design and strategy consultancy in New York.

I grew up on the Northern Cheyenne Indian Reservation in Montana, and this background has given me a unique perspective on diversity.

This is my third year as a member of the EDI committee, and I have a 4th grader at Red Hawk.

Mission Statement

“

We strive to support our children’s needs and goals by giving them the freedom to be who they are in a safe environment.

Our mission is to be of service to Red Hawk families by supplying tools and opportunities to foster and celebrate equity, diversity, and inclusion with the goal of demonstrating empathy for all in order to strengthen our community.

Personal Pronouns

What are pronouns?

- A pronoun is a word that can replace a noun in a sentence.
- Pronouns are how we identify ourselves apart from our name.
- Correct pronoun usage is a really simple way to affirm someone's identity when you are speaking to them.

“Hi, my name is Tish, and my pronouns are she/her/hers.”

Putting inclusive language into practice

- Introduce yourself with your pronouns.
- Put your pronouns in your email signature line.
- Put your pronouns on your name tag or badge.
- Practice using neopronouns at home.
- If you hear someone using incorrect pronouns, correct them.
- Rather than asking about someone's wife or husband, use “partner.”
- Greet groups of people using terms like “folks, everyone, people, or ya'll” instead of “ladies and gentlemen” or “guys.”



they them

Personal Pronouns

What if I make a mistake?

Simply correct it and move on!

Because pronouns indicate gender, and people often assume gender based on someone's appearance, we sometimes use the incorrect set of pronouns. When we use a set of pronouns that indicate the wrong gender, that is known as misgendering someone. For example, we might say "he," when the person uses "she," or we might say "hers" instead of "theirs."

When this happens to a transgender person it can be unsettling, invalidating, and dehumanizing. If it happens over and over, or is being done on purpose or maliciously, it is an act of oppression against trans people.

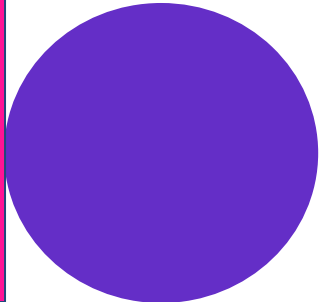
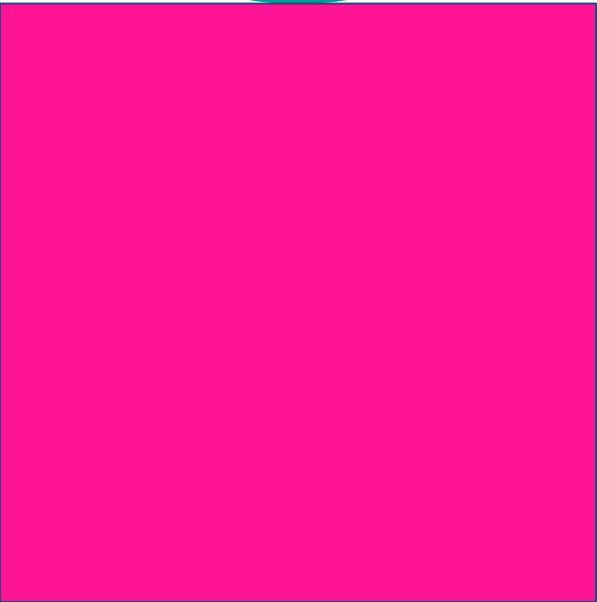
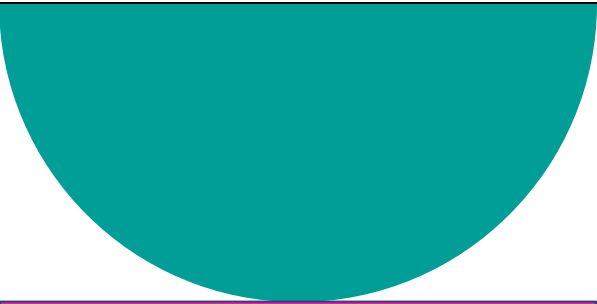
- *CU Boulder Center for Inclusion and Social Change*

The Merriam-Webster dictionary declared "they" as the word of the year in 2019 and states that they is "used to refer to a single person whose gender is intentionally not revealed...(or) is nonbinary" (<https://www.merriam-webster.com/dictionary/they>)

Common pronouns

she/her	he/they
he/him	xe/xem/xyr
they/them	ze/hir/hirs
she/they	ey/em/eir

Introductions & Name Tags



Please introduce yourself and fill out a name tag (with or without pronouns). We'll bring them to each meeting and to events so that everyone can have an opportunity to learn each other's names!

Meeting Format

EDI meetings will be 1:30 and take place on the last Tuesday of the month, unless there is a holiday or school conflict.

The first 30-40 minutes of the meeting will be an opportunity for learning and education related to EDI. This year we plan to study *Courageous Conversations About Race* using the books and study guide.

We ask that if you plan to attend, you attend the full meeting and make every effort to engage with the learning materials in order to participate..



Communication Guidelines

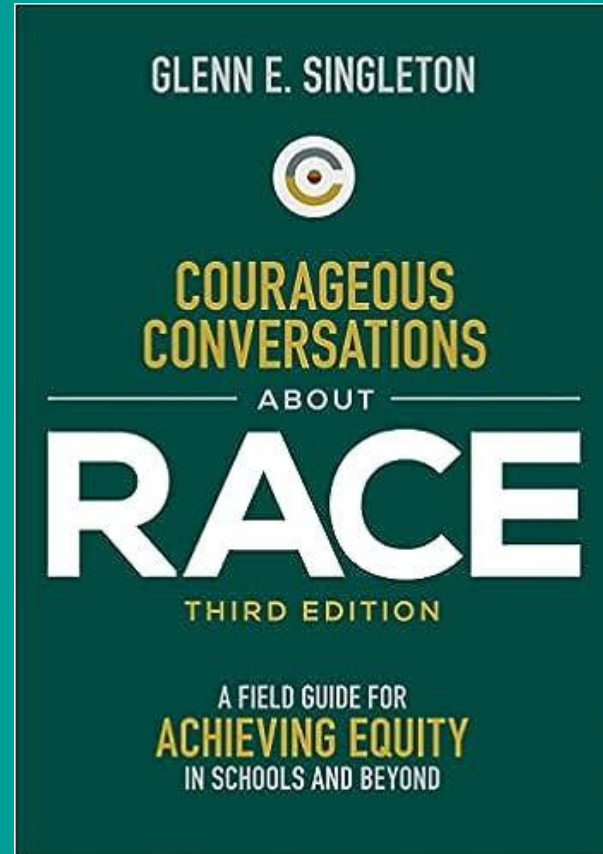
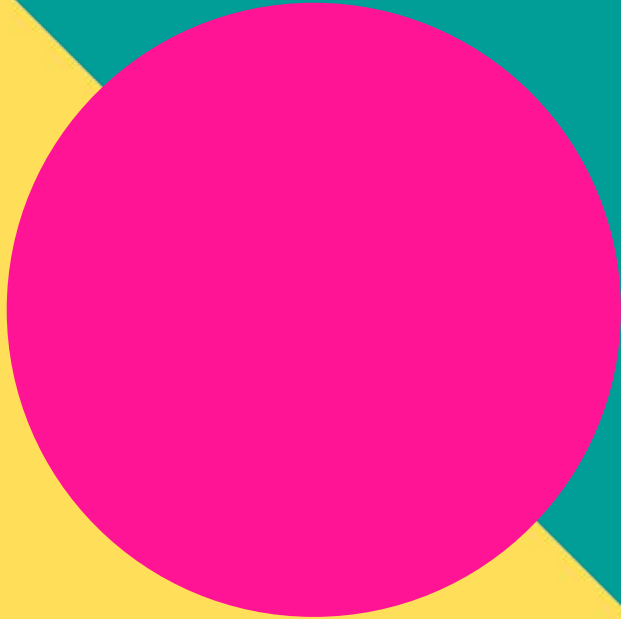


Let's make them together!

- Be curious about different perspectives
- We're all here with good intentions
- Don't interrupt, listen to each other
- Ask for clarification if needed
- Recognize that we all have different communication styles
- Know that we may need to agree to disagree

We can keep building on these!

Learning & Development



Discussion Guide



Will be generated monthly based on the book, companion guide, and our progress and focus as a group.

Tim and Gardenia will facilitate the first session. Volunteers will lead each session after that.

The first session will cover through page 35 in the book.

EDI Calendar

August	September		October
Women's Equality Day: August 26	Hispanic Heritage Month (Sept 15-Oct 15)		Global Diversity Awareness Month National Bullying Prevention Month Celebrating the Bilingual Child Month Down Syndrome Awareness Month Emotional Wellness Awareness Month LGBT History Month ADD/ADHD Awareness Month National Depression Awareness and Education Month National Sensory Awareness Month World Blindness Awareness Month *Diwali: Hindu Festival of Lights (begins Monday, Oct 24th)
November	December		January
National Adoption Month National Native American Heritage Month Diwali: Nov 12	Human Rights Month Kwanzaa: Dec 26-Jan 1		Martin Luther King Jr. day: Jan 15 Holocaust Commemoration: Jan 27

EDI Calendar

February	March		April
Chinese New Year: Feb 10 Black History Month	Women's History Month Developmental Disabilities Awareness Purim: March 7 Holi: March 8 Ramadan: March 10(12)-April 8		Celebrate Diversity Month Earth Day: April 22
May	June		July
Mental health Awareness Month Asian Pacific American Heritage Month Haitian Heritage Month Jewish American Heritage Month Better Hearing & Speech Month	Caribbean American Heritage Month Pride Month Juneteenth: June 19		

Budget



We have an approved budget of \$10,000 from the FSO/PTO for the 2023-2024 academic year.

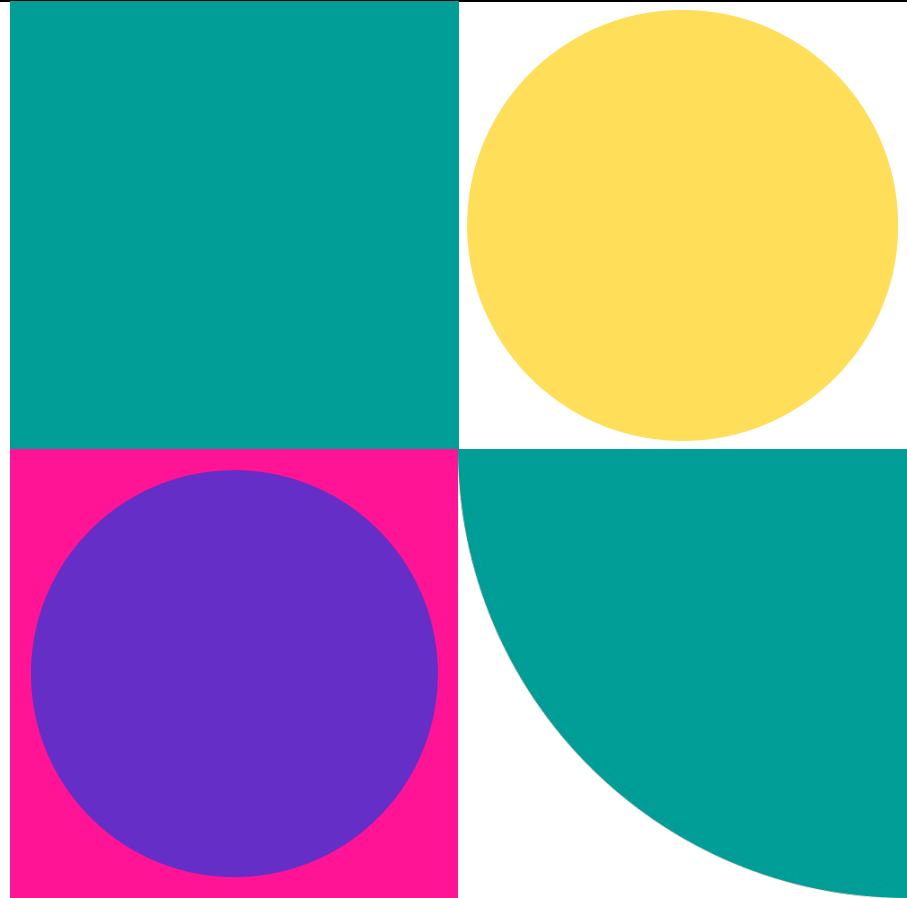
Expenditures to date:

~\$450 Books & Nametags

\$250 Donation to town Hispanic Heritage celebration

Events

We want to put on as many fun, educational, and impactful events as possible this year. Each event will have main coordinator responsible for coordination and communication. Of course we'll have lots of volunteers from within the committee and we can solicit volunteers from the FSO and community!

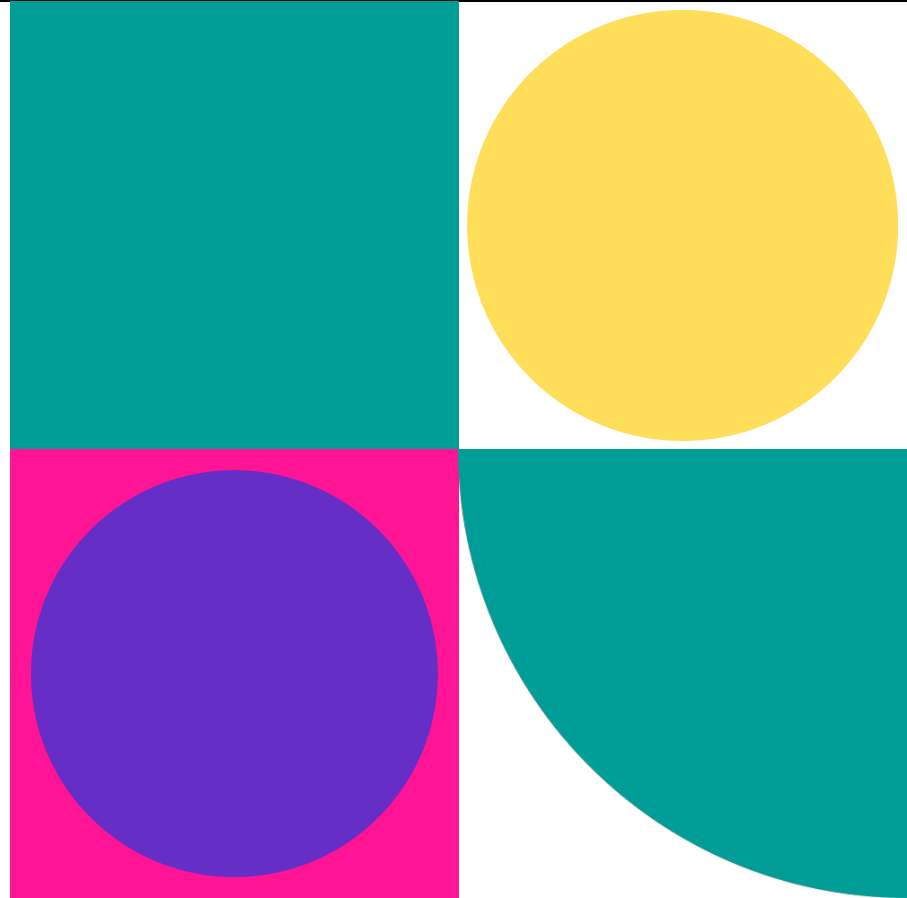


Event Requirements

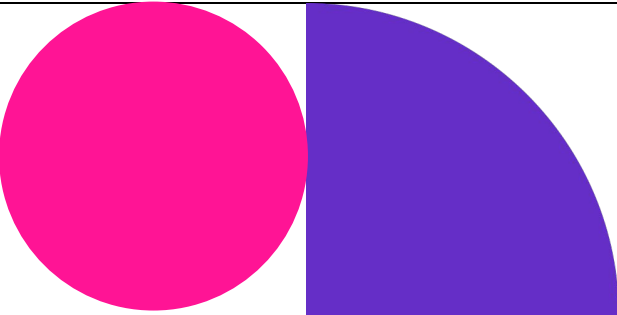
Before securing performers, speakers, exhibitors or vendors, an event should have a confirmed:

- School Liaison (if at the school)
- Date
- Location
- Time
- Format/Duration

Expenses for events must be approved by the committee before contracting any appearances.



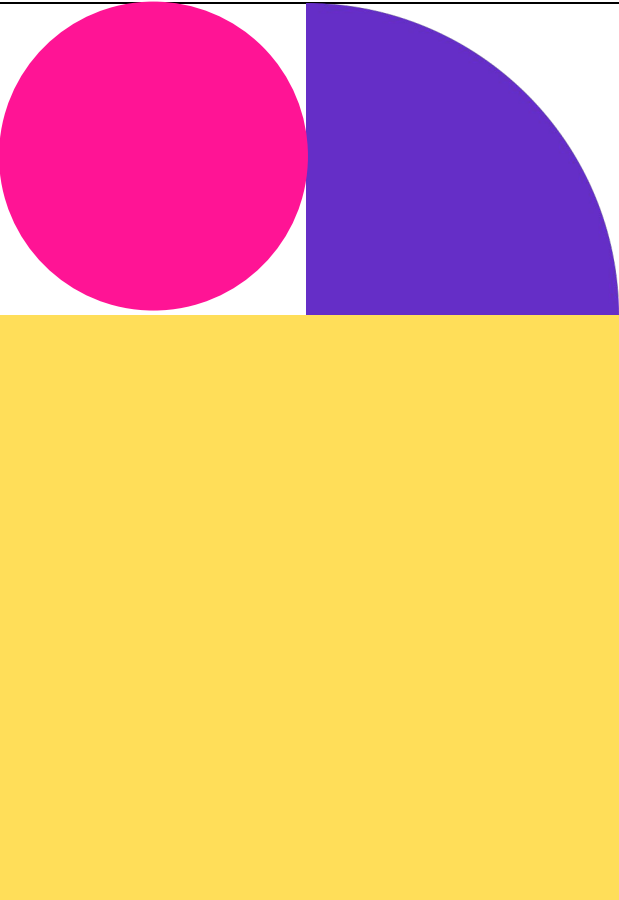
Hispanic Heritage Month



Hispanic and Latinx Heritage Month Calendar from last year:
https://docs.google.com/document/d/1zz9fOpTW-SEzK7vL3O5VO0DXVKPNsaDOfam2_kWHaE8/edit

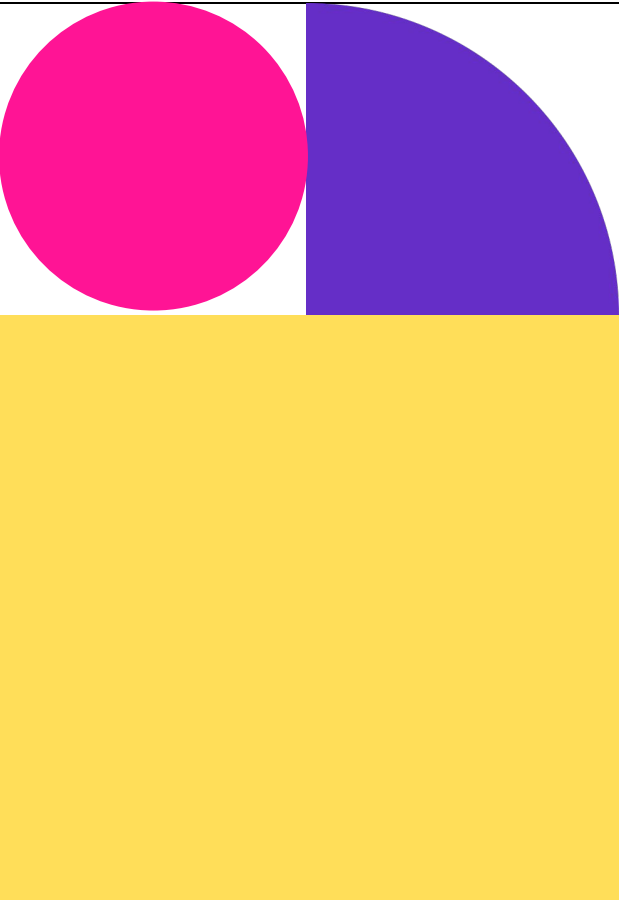
Description	This year we will support the Town's Hispanic Heritage event being put on by Being Better Neighbors on September 24.
All School Movement	Tim is looking into a mariachi band that can perform during All School Movement on 9/22.
Event Booth	We will sponsor a booth/tent set up and need to recruit volunteers to lead Loteria. We also need to purchase prizes for winners. It would be great to purchase the prizes from a local Hispanic business.
Calendar	Tish is updating the calendar and requesting volunteers to review the content. We will share the calendar through the FSO and with the town. Once content is reviewed, this can also be shared with parents by the teachers/school.
Volunteers	Need to request volunteers to run Loteria and BBN would also appreciate volunteers during the vent.
Expense	Voted to approve \$250 total for donation and loteria prizes.

Diwali



Description	Diwali is Nov 12. Could we put on a Diwali celebration similar to the Hispanic Heritage Celebration last year?
Coordinator	Gardenia will reach out to parents who had previously expressed interest in supporting a Diwali celebration. If we can find an appropriate parent volunteer, we will coordinate an event.
School Liaison	
Date	
Time	
Format/Duration	

Inspiring Women



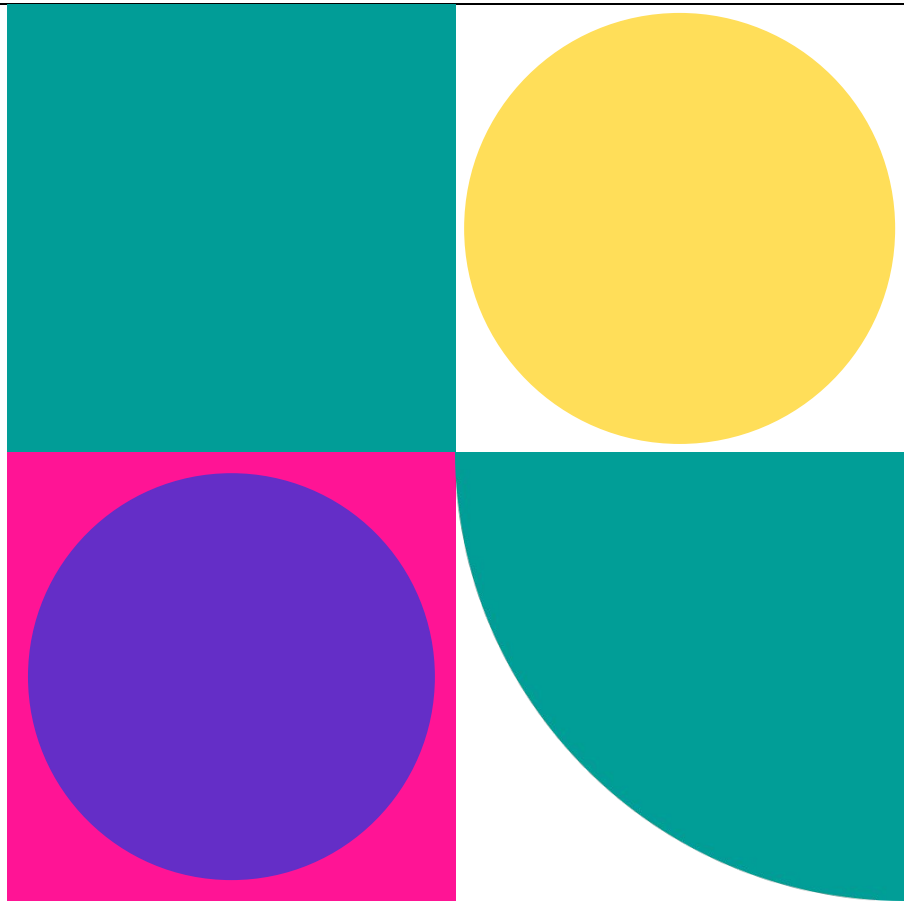
Description	Chief Stewart is retiring. Would she be interested in doing a presentation about her experience in law enforcement?
Coordinator	Tim will reach out to Chief Stewart. Possible date during Women's History Month?
School Liaison	
Date	
Time	
Format/Duration	

Volunteer Opportunities

Bulletin Boards	Social Media	Grants
	We are seeking volunteers for these and other roles. Please reach out to rhefsoedi@gmail.com !	
Graphic Design & Signage	Translation	BBN Liaison

Equity

How can we bring equity to the forefront this year?

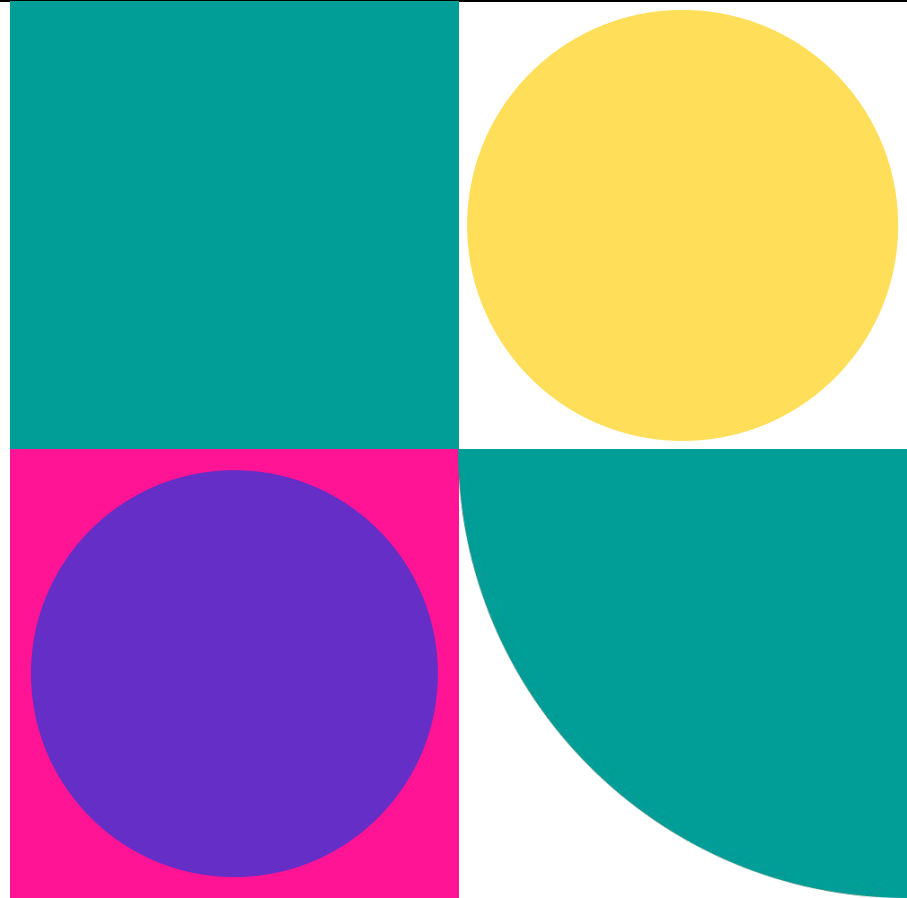


Idea - Blue Sky Bridge

What are our thoughts on looking into bringing Blue Sky Bridge into the school to talk about body safety with both teachers and students?

<https://blueskybridge.org/our-work/education/school-based/>

The district has a relationship with Blue Sky Bridge. We are looking into the possibilities and what format of presentations are available.

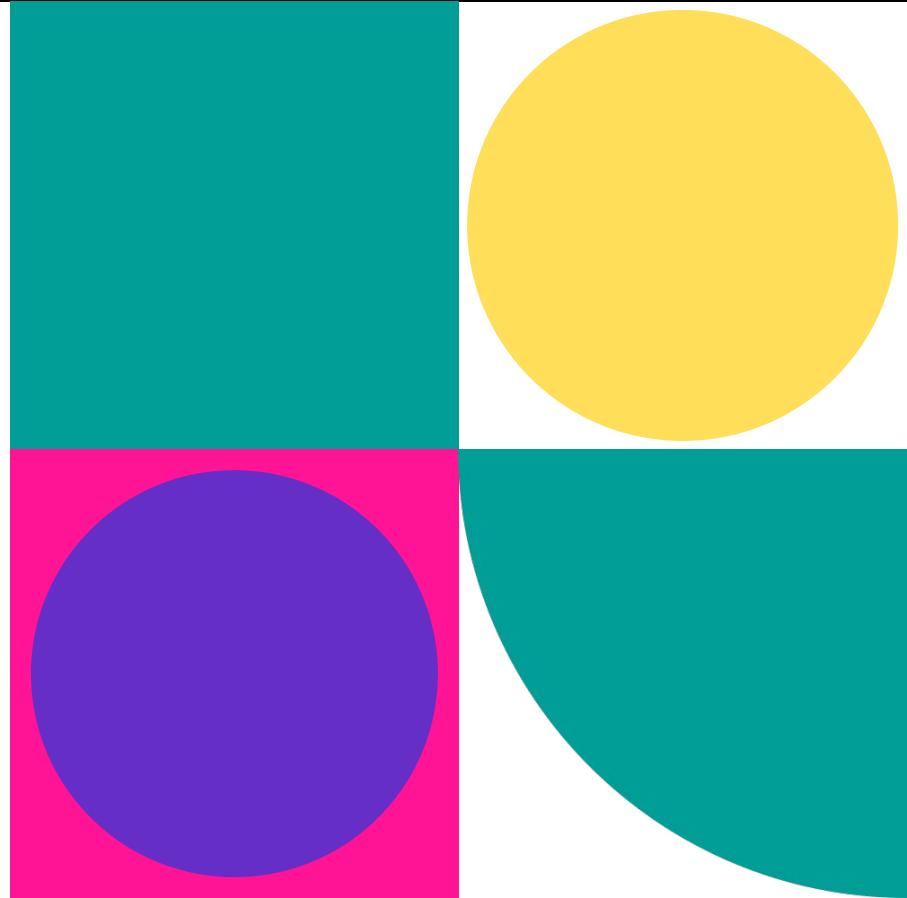


Movement

Things we've done in the past:

- Brothers of Brass for Black History Month
<https://www.brothersofbrass.band/>
- Mariachi Band - who did we bring in?
- Taiko drums - ?
- Sensory-friendly movement - ?

Always brainstorming for Movement tie ins!



Thank you!

We are so excited to work
together this year!

