

DEI Committee Goals & Actions Plan

Revised April 2, 2022

MISSION:

Our purpose is to better serve our students, families and educators through specific goals and actions that recognize diversity, equity and inclusion as the foundation for justice and anti-racism work in the Mill Valley School District. We support awareness efforts and growth opportunities for all MVSD community members by prioritizing diverse representation, equitable resource allocation, and inclusive educational practices in all areas of student life. We are committed to understanding how personal, cultural and historical aspects of identity contribute to and enrich our school community. We believe the work of inclusion is a responsibility held by all and done for all.

GOAL 1:

Increase representation of a wide variety of identities, increase understanding and interaction, and elevate voices through community events and a diversity calendar, and through support of DEI-related curriculum and activities.

Action 1: Create district-wide planned DEI events calendar, for entire community participation.

- Plan appropriate school sites to host each event, but promote attendance at events district-wide.
- Create calendar far in advance of start of school year and invite entire community to participate in planning, volunteering and attending.
- Calendar may include: cultural show and tell sessions e.g. Ramadan, Yom Kippur, International Day, Black history activities, Dia de los Muertes

Action 2: Support school-wide and classroom DEI events and DEI-related curriculum through funding, providing volunteer time and promoting the activities.

- Include DEI event and activity funding in PTA budgets
- Fund and organize DEI-related assemblies and parent education events
- Support teacher in-class activities with funding and providing volunteer hours, e.g. field trips
- Recognition of teachers for DEI activities and promote DEI events and activities

GOAL 2:

Educate our school community. Increase exposure and awareness of equity and inclusion issues, including but not limited to, anti-racism. Work toward embedding a DEI framework into all planning and decision-making, and model using a DEI lens to evaluate all school-related activities.

Action 1: Provide DEI training to PTA Executive Boards

- Training to be provided to PTA Executive Board in late spring or before the beginning of the year.
- Plan training to ensure maximum participation by Executive Board members, e.g. holding trainings at Executive Board meetings

Action 2: Increase participation in DEI Committees and attendance at DEI educational sessions and DEI-related community events

- Outreach to parents to increase attendance at community sessions/parent ed activities & membership in DEI committees through PTA newsletters and personal connections
- Highlight DEI-related events happening in the community at DEI Committee meetings and events and in DEI sections of PTA newsletters
- Back to School night: highlight activities of DEI Committee and recruit participants

Action 3: Seek out opportunities to embed exposure and awareness of DEI issues throughout school activities

- Create regular DEI Committee-generated PTA newsletter items dedicated to DEI to highlight educational items, issues or events, i.e. videos from community sessions, volunteer opportunities to support classroom activities
- Other school events: Find opportunities to discuss the issues and promote DEI activities happening inside and outside the classroom.

GOAL 3:

Increase the number and diversity of voices in DEI Committees and PTA in general to ensure we are tackling the high-priority issues.

Action 1: Create district-wide opportunities to discuss DEI issues and have events to reach out to a wider audience for involvement. These events could include:

- Parent Ed events
- Cultural events from Goal 1 as opportunities to connect and reach out to wider group
- Explore possibility of school-wide or district-wide survey of families or students for needs assessment.

Action 2: Find opportunities to gather feedback from existing sources throughout the district to prioritize needs and gather ideas:

- Participate in groups with potential cross-over goals, e.g. DELAC (English Language Learners), Dedication to Special Education
- Reach out to counselors, and leaders of underrepresented groups

GOAL 4:

Tackle areas of inequity and lack of inclusion - formulate list of areas based on actions in Goals 1-3. Involve stakeholders for each area to formulate and implement actions.

Actions 1: Support efforts by staff and administration to increase DEI-related and DEI-centered curriculum, content and activities through financial and volunteer support.

- Create PTA budget line items for DEI-related classroom activities and recruit volunteer support
- Create PTA budget line item for school-wide and community DEI activities
- Learn about and discuss DEI-centered curriculum initiatives, and educate the parent community about those initiatives

Actions 2: Ensure PTA activities, planning and events are viewed with a DEI lens to maximize inclusivity, increase participation of underrepresented groups and ensure opportunities are available to all.

- Reduce financial requirements for community/PTA events
- Reach out to underrepresented groups, e.g. working parents
- Create checklist of questions to evaluate PTA activities and events to ensure planned with DEI in mind

Actions 3: Increase ease of registration and access to district communications

- Adding materials in other languages or ensuring translation is available, ensuring offline registration is available and simple
- Increase ease of communication - ensuring access to ParentSquare clear and that all can receive