



DEI Committee

Regular Monthly Meeting Report - April 2024

DEI Mission: Sterling Montessori values diversity, prioritizes equity, and commits to being an inclusive school community which is critical to meeting our Montessori mission and affirming the full humanity of all community members. ([Our DEI Pledge](#))

Committee Actions and Recommendations:

- The results from the Strengths, Weaknesses, Opportunities, Threat (SWOT) analysis should be reviewed by the board and presented to the full community before the end of this academic semester.



Minutes from March 4th, Meeting:

Attendance and Call To Order

Virtual via Google Meet

Chair: Dwayne Jones

Board Members Present: Dwayne Jones

Others: Justin Tosco, Maureen Capillo, Jenny Lanzen, Mary Williams, Mary Dean, Dana Riley

Meeting was called to order at 4:02 pm

Review of previous minutes

- Meeting minutes reviewed from the last meeting in March.

Autism Awareness (Acceptance) Month

- Explore these resources and more, that promote understanding and acceptance of people with autism: [Autism Society](#), [Autism Speaks](#)

Group Activity Highlights

Neurodiversity and its relevance

Neurodiversity encompasses the wide range of neurological variations among individuals, celebrating differences in cognitive functioning, communication styles, and sensory processing. Within the context of autism and our Exceptional Children's program, neurodiversity emphasizes the unique strengths and perspectives of individuals on the autism spectrum and those with other neurodevelopmental differences. It recognizes that each person's brain functions in distinct ways and that these differences contribute to the richness of our community. By embracing neurodiversity, we foster an inclusive environment where all individuals are valued for their talents and contributions, and where we strive to accommodate diverse needs and support each person in reaching their full potential.

Strengths Spotting

- Objective: committee members to recognize and celebrate our unique strengths
- Each participant shared one strength or "superpower" and showed appreciation for the lived experiences of others



Reviewed 1, 3, 5 year plan & SWOT Analysis

- Committee members reviewed the [1,3,5 year plan](#) and discussed where we are now in relation to where we want to be
- The SWOT Analysis will be reviewed and shared with the full community by the end of this semester; updated SWOT analysis is needed
- Disaggregated data is needed on staff, administration and board demographics; consider adding detailed retention reports and demographic info on DEI webpage

Discussion Items

Discussion items:

- Follow up with student reps regarding DEI activity for 2025 International Festival

Meeting was adjourned at 5:00pm.