



DEI Committee

Regular Monthly Meeting Report - October 2023

Committee Actions and Recommendations:

- Acknowledgement of our JEDI Group and Fellowship (Sara)
- Maureen Approved DEI involvement as PD opportunity for staff.
- Teaching for Black Lives through Zinn Education project - will be announced to the whole staff at Thursday's all staff meeting.
- The 1, 3, 5 year plan will be added to the website after final review as a committee
- There will be regular DEI updates added to the weekly message from Parent Square. The updates will pull from topics listed in Google Docs; managed by Maureen and Justin



Minutes from October 2nd, 2023 Meeting:

Attendance and Call To Order

Virtual via Google Meet

Chair: Dwayne Jones

Board Members Present: Elizabeth Uzzell, Dwayne Jones

Others: Mary Williams, Jenny Lanzen, Sydney Bullock, Justin Tosco, Maureen Capillo, Jaronda Ingram and Sara Stinnette

Meeting was called to order at 4:04 pm

Final review of 1, 3, 5 year plan

- Change “weighted lottery” to “Increase socioeconomic diversity”
- Modify year 1 items to update those that are already accomplished
- Elizabeth suggested to remove percentages (10% in 10 years) and specific numbers (30 - 300M) to allow for strategic planning
- Question about Professional Development (PD) being on the 5 year plan and Evaluations being on the 3 year plan? PD & staff evaluation will both be on year 3

Updates & Strategic Planning

- JEDI (Justice, Equity, Diversity, Inclusion)
 - Encourage people to join and build community; meeting once monthly
- Student Involvement with DEI
 - Efforts are underway to survey interest and select students for committee input and other functions
- Strategic Planning & Fundraising
 - Incorporate 1, 3, 5 year plan into strategic planning process
 - Maureen advised to offer buckets for donors to allow more options for investors
- AMS Accreditation
 - AMS has specific metrics for DEI as part of accreditation
 - [AMS Accreditation Standards](#)



Academic scholarships

Discussion items:

- We have about 128 three and four year olds each year.
- Scholarships are being discussed in DEI, Policy and Development.
- We have a scholarship fund, going to continue to push this as a vision.
- Over the next two years - we would raise enough funds to offer scholarships to 3 and 4 year olds.
- The state of NC changed lottery preference laws, and we're allowed to give already enrolled 3 and 4 year olds lottery preference. Lottery cohort this year is all new.
- Should consider that Before and Aftercare services will likely be needed by scholarship recipients.

Meeting was adjourned at 4:59pm.

DRAFT