



DEI Committee

Regular Monthly Meeting Report - March 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:

- Committee chair was encouraged to review the SEL plan for more information on the mental wellness of students. The SEL plan from last year has been requested.
- Committee plans to review the 1, 3, 5 year plan and results from the Strengths, Weaknesses, Opportunities, Threat (SWOT) analysis at the next meeting on April 1, 2024.



Minutes from March 4th, Meeting:

Attendance and Call To Order

Virtual via Google Meet

Chair: Dwayne Jones

Board Members Present: Keisha Pressley, Dwayne Jones

Others: Kyle Munn, Justin Tosco, Jenny Lanzen, Sara Stinnette, Mary Williams

Meeting was called to order at 4:04 pm

Review of previous minutes

- Meeting minutes reviewed from the last meeting in February.

Women's History Month

- Discussion on "Women Leading the Way" and the impact of women's history worldwide
- Explored insight from the following quote: "Each time a woman stands up for herself, she stands up for all women." Maya Angelou

Group Activity Highlights

Gender Bias & Pew Research Center

- Explored insights on the gender pay gap [Pew Research Center](#)

"In Her Shoes" Self-Reflection

- Participants reflected on the impact of Susan B. Anthony [Susan B. Anthony](#) and Henrietta Lacks [Johns Hopkins](#)
- Sara added the context that "when white women gain power they are not sharing or spreading that with black and brown women."
- Jenny shared how brave these women had to be to break the norm
- Justin posed the question, "what does inclusion look like in montessori education" in context of his upcoming workshop and 1yr fellowship program. He shared the benefits



of “storytelling” and how brave you have to be to just tell your story. Also discussed what “shared reciprocal vulnerability” looks like.

Brainstorming Ideas on DEI & our community

- Explored ideas on a DEI booth at the 2025 International Festival
 - Infographic, Activities led by Student Ambassadors, DEI and student council members; positive graffiti wall, Candy factory in Mebane that has donated candy in the past and might again (from Kyle).
- How can we align our DEI efforts with the aspirations and goals of our students?
 - “DEI needs to become less of a bad word.” Committee needs to include the students to make sure we stay aligned with what they need and desire. What methods can we adopt to ensure that initiatives are advancing the desired achievements of our students?
- We need to build on what the committee has done in the past. Sara Stinette shared “in the last couple of years there has been less important work being done - Less Action - at this point. What does the committee do and what are we here for?”
- Kyle stated “we will be leaving” and “the school needs more money.” When asked to share more, Kyle explained “you desperately need seasoned teacher aids, due to lack of experience of the primary teachers. You need more people to help out, especially with kids who have I/DD.”
- Keisha Pressley discussed how the “DEI landscape is changing, let’s revisit and establish the road map, and add microactions on portions of the mission statement. We should have something at the end of the year to show evidence of our work.”

Discussion Items

Discussion items:

- No additional discussion items.

Meeting was adjourned at 5:01pm.