

TVUSD Committee for Respect, Affirmation and Inclusion
Meeting #1 Minutes
October 29, 2022, 9 a.m. - 12 p.m.
Emily Gray JHS Library



Dr. Scott Hagerman welcomed the group and thanked them for their participation.

Mr. Jimmy Hart led the group through an icebreaker discussion which challenged participants to consider how their expectations of a particular jelly bean flavor based on color might not be reflective of their actual flavor.

Building Community - Introduction to R.A.I.
Respect, Affirmation and Inclusion

We all want these things, but in a community we also have to extend these things to others in our community and closer circles.

DISCUSSION: Participants discussed their views of the importance of the elements of R.A.I.

Jimmy Hart - The idea of what diversity looks like is constantly transforming in our society. Regardless of any 'isms', buzz phrases, etc. out there, these ideas of respect, affirmation and inclusion are timeless.

If we get really good at RAI, and demonstrate the timeless principles, we can apply them in all areas of our school community.

DISCUSSION: Participants introduced themselves in small groups to start building community. They shared out to the larger group a personal introduction including a fun fact about themselves.

The Norms of Collaboration were discussed with the group to frame the group's work.

Knowing our Why: it's important to have an awareness of what motivates and fulfills you in your life.

Objective: Gain awareness of and knowledge of how to personally influence the inclusion of RAI in our community. Develop a common understanding of how to use RAI to respond to students' needs. How to use RAI to strengthen a sense of belonging in our community?

DISCUSSION:

- What makes a strong and healthy community? Answers included:
 - *Welcoming environment*
 - *Respect*

- *Value education*
 - *Open communication*
 - *Cultural enrichment*
 - *Involves parents*
 - *High expectations*
 - *Supportive leadership*
 - *Positive relationships*
- What makes a weak/unhealthy community? Answers included:
 - *Close mindedness*
 - *Not understanding that there are problems*
 - *Inflexibility*
 - *Inflexible policies*
 - *Lack of trust and support*
 - *Communication that lacks empathy and understanding*

Participants engaged in asking questions of Mr. Hart and Dr. Hagerman, which included how the information is being addressed with teaching staff and other district employees. This training is being held with all staff, including teachers, administrators, paraprofessionals, nurses, food service staff, transportation staff, custodial staff, and district office staff. Mr. Hart reflected his experience with many, varying schools and districts. He stated that TVUSD is a good district that is doing the right work to strengthen our community. This is an ongoing initiative, and the work is being incorporated daily in classrooms and schools.

How are the students being brought into this learning environment? The guiding coalition is our starting place to learn how we want to see this brought to students. How can parents help support the learning with common language and practices at home?

We can provide a framework for how we respond when there are issues. We are humans, and we all make mistakes and have inherent biases, but we can learn and have critical conversations about issues that arise. We can learn from one another, and support the values of respect, affirmation and inclusion. Our work is to create safety in the process so we can be comfortable talking with one another.

Introduction to Eight Habits of Heart for Educators

This approach gives us the opportunity to slow down, examine how we are and how we want to be, rather than assigning an administrator to oversee DEI, or EDI programs. This work, on *The Eight Habits of Heart*, brings the whole community to change hearts and practices to bring about lasting change.

Dr. Hagerman described the need to take time to embed practices in our school culture.

Curriculum - Questions of inclusion of RAI in the curriculum were discussed. Rather than a formal curriculum, RAI is used daily to respond to actions and behaviors, to teach valuing the individual human. The practices are modeled by those who are practicing the habits of heart, and it comes into the classrooms through our interactions.

- Nurturing Attitude
- Responsibility
- Dependability

Homework for next time - Please read the chapter on Brotherhood. Bring an example or artifact of how you've experienced that habit of heart. This will stretch you to work outside of your normal experiences.

DISCUSSION: Write just one word that represents COMMUNITY. Taking everyone's word, write a ten word definition of community.

Participants worked in small groups and shared out to the full group their sentences and group names.