

TVUSD Committee for Respect, Affirmation and Inclusion
Meeting #2 Minutes
November 5, 2022 9 a.m. - 12 p.m.
Emily Gray JHS Library



Mr. Jimmy Hart welcomed members with an icebreaker activity. Listing careers numbers 1-10, name the first person (famous or not) that comes to mind. List their gender identity. List their perceived ethnic identity.

Did you have more males than females? Did you have 50% of individuals of descent other than Caucasian males? Many different responses and varied groupings. What is in your sphere of influence? Are there more majorities in some groups that influence the choices for your answers? Does it matter what you most recently saw or experienced? Are you influenced by your earlier life experiences? What becomes the most salient?

Review and Reflection from Day 1

Jimmy considered comments and concerns from last week, as participants reflected on feedback cards. The opening activity was intended to show what we've learned about the tools of the heart in helping us think with more culturally diverse perspectives. Jimmy's position in TVUSD has allowed him to see the need for the structural tools we are using here in TVUSD to ensure respect, affirmation and inclusion are first, ahead of compliance and policy. This work is creating a foundation for responsive methods, followed by supportive policy. Things don't change if you don't address the heart of the community, schools, families, students.

The curriculum was carefully selected for the level of representation, showing students windows and mirrors, inclusion of students with diverse ethnicity, gender, disabilities embedded in the literature. So they can see themselves reflected, affirmed in the curriculum materials adopted.

Eight Habits are an ongoing learning experience for all of us. How do we continue to include a respectful, inclusive and affirming environment? Resources and materials are available for different age groups/grade levels. Each school has a Positive Behavior Intervention Strategy program. (PBIS)

The big emphasis of this work has been to bring in the adults to support a common understanding first. There was discussion of helping transition from one school to the next. Gradual release of responsibility to students is encouraged as students develop. Jimmy recommends keeping the focus on the human pieces of those transitions. Be intentional in leading students with how to interact with R.A.I. when interacting with younger students during school visits.

Leadership classes are providing opportunities for social, cultural development.

Eight Habits of Heart (Timeless and universal)

District leadership and interested staff members met as a group over the summer. All district groups are meeting and participation is encouraged. Each session has a focus on one or more of the Eight Habits of Heart for Educators. Special training sessions have been held to catch everyone and ensure all have the opportunity to participate.

Homework from last week - Pg. 27 in book

Bring an example/artifact of brotherhood/sisterhood and talk among your groups. The group watched a short video that reflected the ideas of brotherhood/sisterhood. (video clip from - *Once Upon a Time When We Were Colored*)

Embedding the Habits in TVUSD to impact R.A.I. Workplace culture Revisited

Jimmy shared the idea of reaching beyond comfortable, to build respect, affirmation and inclusion in our TVUSD Community.

We don't have a lot of cultural diversity, and it takes courage to go down this path and incorporate diversity into our community.

Dr. Hagerman will work with principals, and see how we can incorporate the guiding group into putting things into practice. Then we will get the guiding group back together.

Group members asked - *How do we describe this to others? How do we sustain the effort toward change? Whatever we start off with has to be organic enough, responsive enough, to sustain it. Can we have another group in the spring? Can we be more specific about what we are doing? How can we help move this forward? We are ready - what does that mean? Be part of the solution.*