EDI Committee

2023-2024 School Year
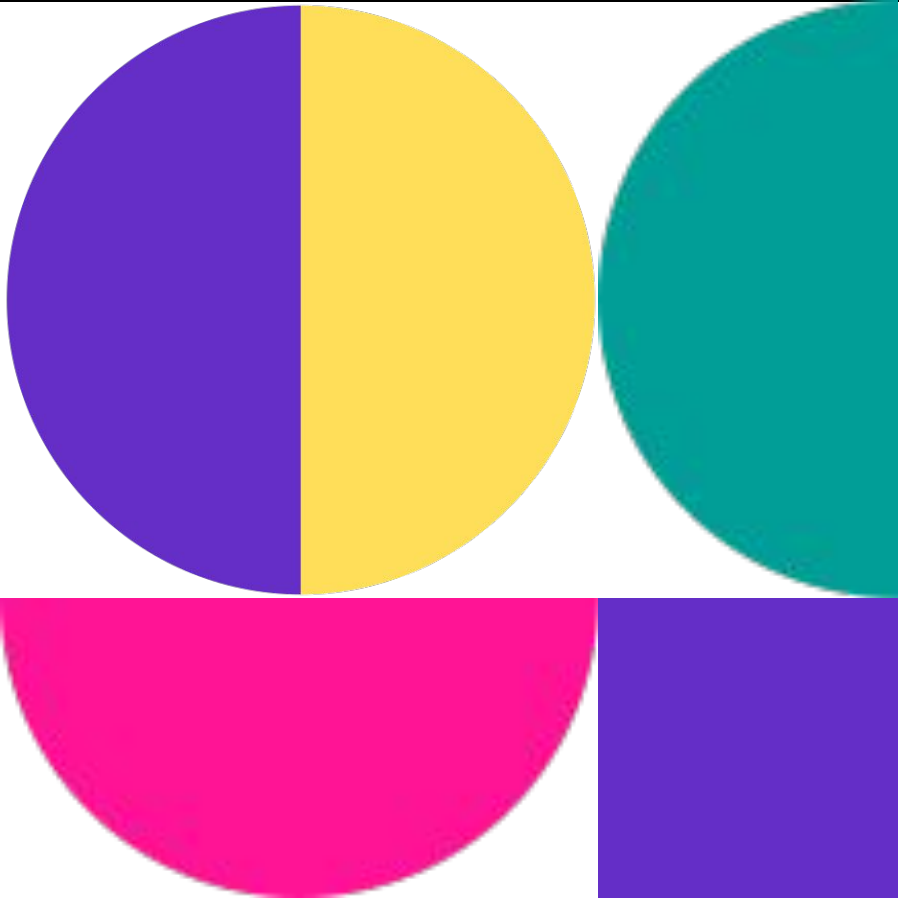
Next meeting will be Tuesday, January 9th at 6:00PM

Tuesday, November 28th

6:00PM - 7:30PM - Red Hawk Elementary Library

Agenda

Mission Statement

Meeting Format

Communication Guidelines

Courageous Conversations About Race

Grant Proposal

Summary of Dhamaka Night

Other Help

Brainstorming session

Mission Statement

"

We strive to support our children's needs and goals by giving them the freedom to be who they are in a safe environment.

Our mission is to be of service to Red Hawk families by supplying tools and opportunities to foster and celebrate equity, diversity, and inclusion with the goal of demonstrating empathy for all in order to strengthen our community.

Meeting Format

EDI meetings will be 1:30 and take place on the last Tuesday of the month, unless there is a holiday or school conflict.

The first 30-40 minutes of the meeting will be an opportunity for learning and education related to EDI. This year we plan to study Courageous Conversations About Race using the books and study guide.

We ask that if you plan to attend, you attend the full meeting and make every effort to engage with the learning materials in order to participate.

Our next meeting is Tuesday, January 9th from 6PM-7:30PM

Communication Guidelines

- **Be curious about different perspectives**
- **We're all here with good intentions**
- **Don't interrupt, listen to each other**
- **Ask for clarification if needed**
- **Recognize that we all have different communication styles**
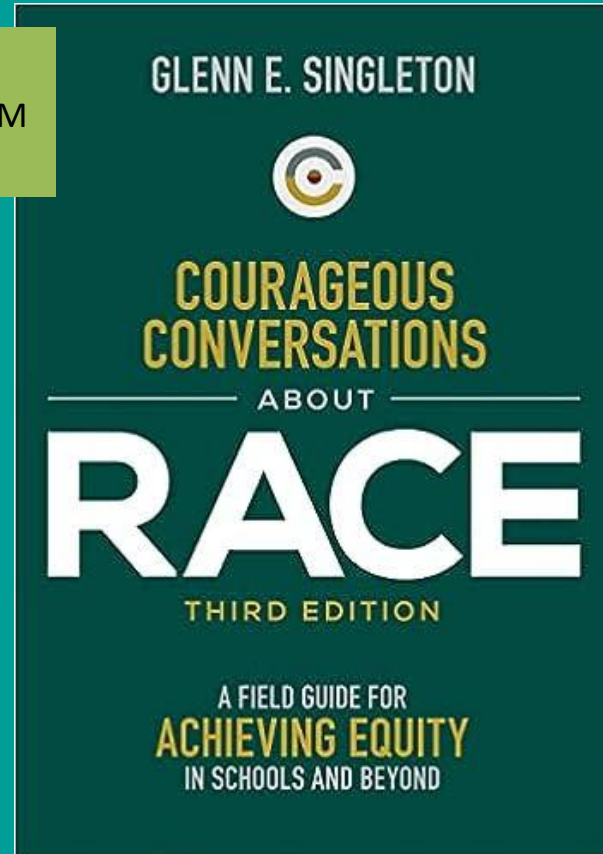- **Know that we may need to agree to disagree**

We can keep building on these!

Learning & Development

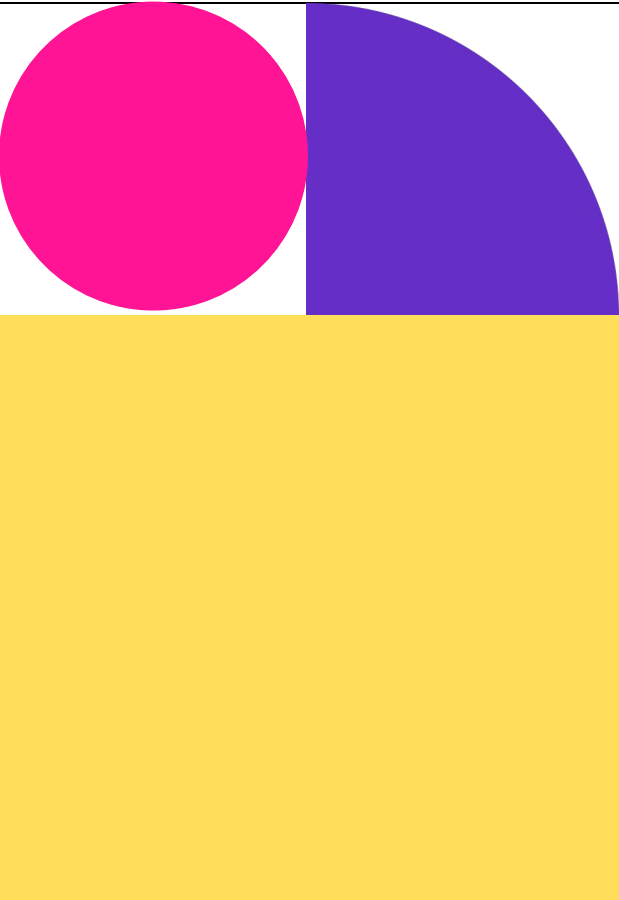This portion of meeting is being held from 6PM-6:30PM prior to the virtual meeting.

Reading goal - through page 92

Next meeting read pgs. 93-125

GLENN E. SINGLETON

COURAGEOUS CONVERSATIONS

ABOUT

RACE

THIRD EDITION

A FIELD GUIDE FOR
ACHIEVING EQUITY
IN SCHOOLS AND BEYOND

Insert Discussion Questions here

Define each term:

Racism
Institutionalized Racism
Equity
Anti-racism

Didn't get to this part

Grant proposal

Proposal due by November 30th

Update by Lindsey on CCAR grant proposal

We are writing a grant proposal to bring in CCAR training for our Red Hawk leadership, staff, EDI, PTO/FSO, families, and the community (other school leadership roles within Erie SVVSD, PTOs, DEI teams, and higher leadership in SVVSD). The proposal will be for 2 in-person 6 hour days of CCAR training (Courageous Conversations About Race), and we have been quoted $18,500 for the event. We are writing the grant for the full amount.

Grants to Communities

Community organizations may apply to the Town for financial and in-kind support of projects, programs, and events. The grants assume an annual cycle to allow for appropriate budgeting and planning. The online application for the 2024 grant cycle will open September 1, 2023.

Award Criteria

All applications for Grant Awards will be reviewed based upon how well the stated purpose for the request serves the Town's residents in relation to general criteria that is stated in the policies and procedures.

Eligibility

Eligibility is restricted to applicants which are:

- Recognized community service organizations organized and federally designated for tax purposes as non-profit corporations (501c3).
- Chartered chapters of state or national lodges or service organizations that engage in charitable or community service activities.
- Public schools located in Erie.

Application

Applications for funding are accepted from Sept. 1 through Nov. 30 for funding of events or programs in the following year. Requests must be submitted online using the Grant Application. Recipients of grant funds will receive notice of award by January 30, 2024.

Questions? Contact Town Administration.

Dhamaka Night - Indian Heritage Celebration

Melanie - budget update

Amazon Purchases	$290.88
Decor - Priya	$73
Chai/Tea	$225
Catering	$ (32.25)
Henna	$400
Kishna Grocery (Dandiya Sticks and Decor)	$183.10
Gift Cards for Custodians	$75
Tape and Twine Printing	$25.35
Light Wands - Tish	$80
TOTAL:	**1320.07**

Other help

We need volunteers to choose a month and create 2-4 social media posts on EDI-related themes.

Volunteer sends posts to rhefsoedi@gmail.com on the 1st day of the month (or close to, please).
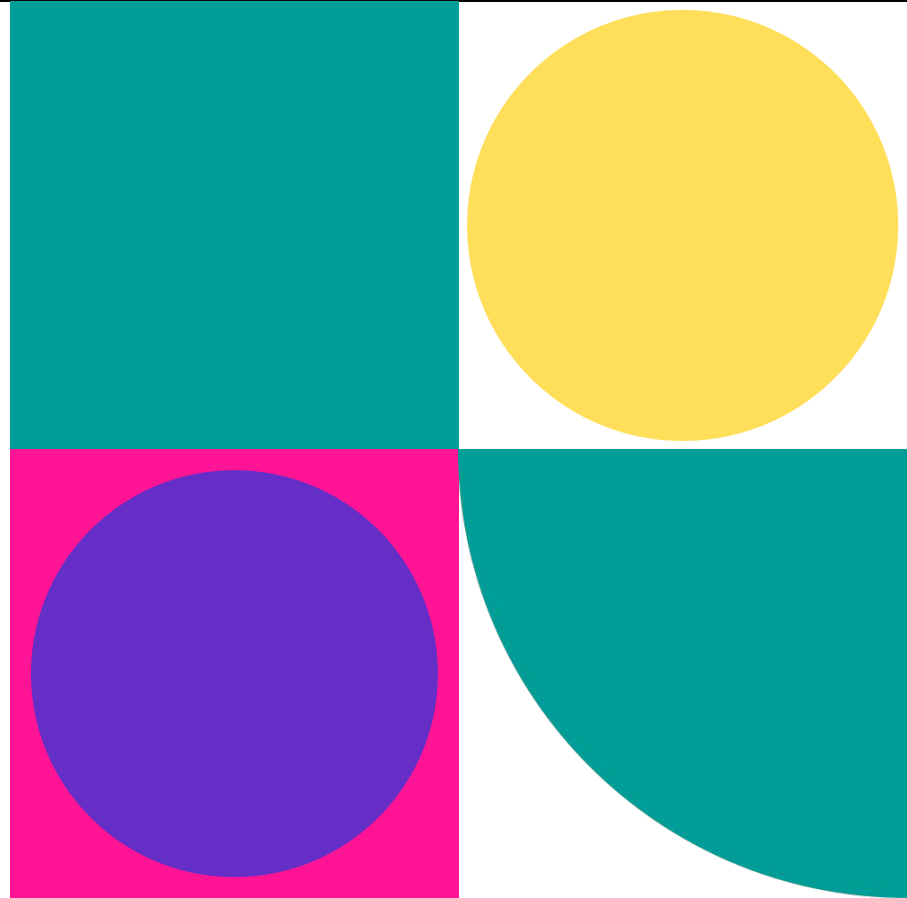
January -

February -

March -

April -

May -

Lindsey will coordinate. We will all help.

EDI Calendar

August	September	October
Women's Equality Day: August 26	Hispanic Heritage Month (Sept 15-Oct 15)	Global Diversity Awareness Month National Bullying Prevention Month Celebrating the Bilingual Child Month Down Syndrome Awareness Month Emotional Wellness Awareness Month LGBT History Month ADD/ADHD Awareness Month National Depression Awareness and Education Month National Sensory Awareness Month World Blindness Awareness Month *Diwali: Hindu Festival of Lights (begins Monday, Oct 24th)
November	**December**	**January**
National Adoption Month National Native American Heritage Month Diwali: Nov 12	Human Rights Month Kwanzaa: Dec 26-Jan 1	Martin Luther King Jr. day: Jan 15 Holocaust Commemoration: Jan 27

EDI Calendar

February	March	April
Chinese New Year: Feb 10 Black History Month	Women's History Month Developmental Disabilities Awareness Purim: March 7 Holi: March 8 Ramadan: March 10(12)-April 8	Celebrate Diversity Month Earth Day: April 22
May	**June**	**July**
Mental health Awareness Month Asian Pacific American Heritage Month Haitian Heritage Month Jewish American Heritage Month Better Hearing & Speech Month	Caribbean American Heritage Month Pride Month Juneteenth: June 19	

Things we may want to discuss

How can we start to discuss some of these issues in collaboration with the school and teachers?

Discussion to be had on who we choose as sponsors or who we choose to promote and if our selections feel safe and inclusive to everyone.

Brainstorming ideas -
- **Dreamcatchers with 4th grade**
- **Pilgrimage Run**
- **Hawaiian theme for K and 5th on last day**
- **100-day project in K**

Thank you!

We are so excited to work together
this year!

Our next meeting is:

Tuesday, January 9th

6PM - 7:30PM

Red Hawk Library