

# **EDI Committee**

2023-2024 School Year

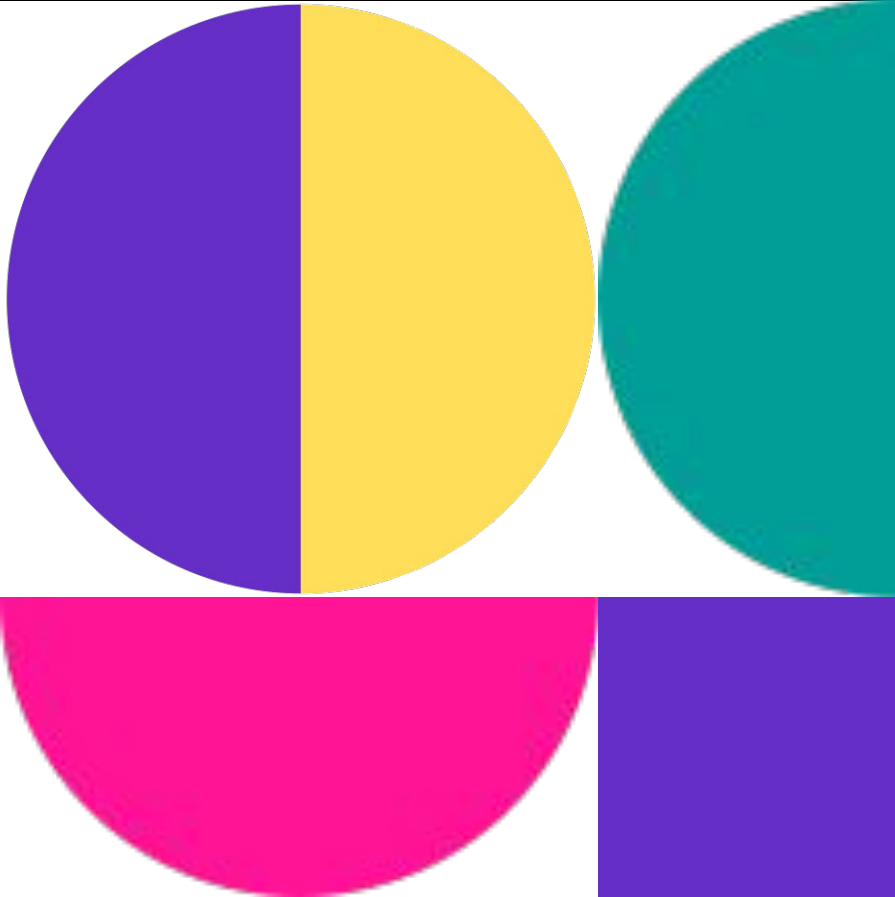
Tuesday, September 26th

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

Meeting notes will be in  
green boxes like this.

# Agenda

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Mission Statement

Meeting Format

Communication Guidelines

Courageous Conversations About Race

Budget

Hispanic Heritage Celebration

A Celebration of Indian Culture

# Mission Statement

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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.

Meeting is moved from Halloween to the week prior. Red Hawk PTO/FSO Calendar has been updated with date change.

**Our next meeting is  
Tuesday, October 24th  
(NOT THE LAST  
TUESDAY) from  
6PM-7:30PM**

# Communication Guidelines

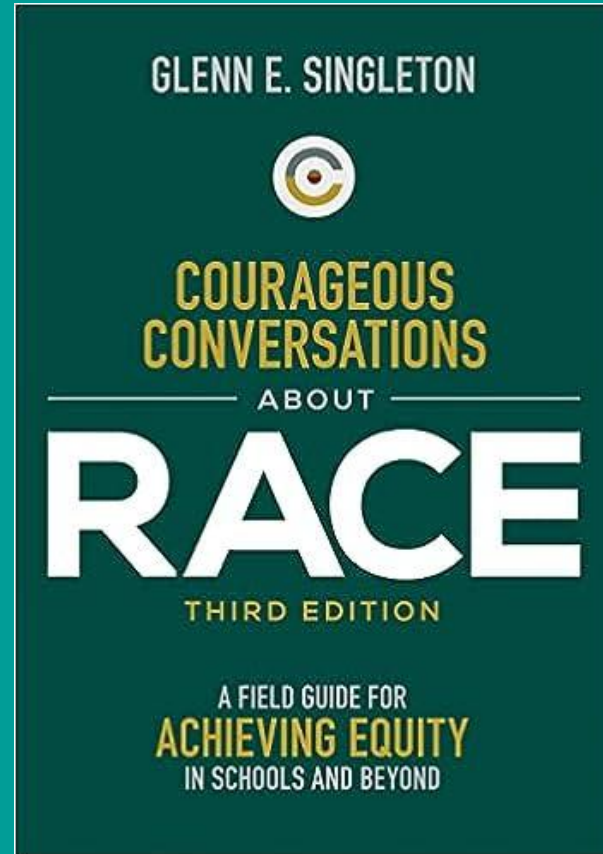


- Be curious about different perspectives
- We're all here with good intentions
- Don't interrupt, listen to each other
- Ask for clarification if needed
- Recognize that we all have different communication styles
- Know that we may need to agree to disagree

**We can keep building on these!**

# Learning & Development

Goal is to start meetings with a 30-40 minute book discussion on our book study, *Courageous Conversations About Race*. Will have to figure out a modified approach that doesn't include Zoom for this portion once we start having these conversations to create a safer experience for all participants.



# The Protocol

Last month we asked everyone to read through page 35 for discussion today.

Video:

<https://resources.corwin.com/ccar3e>

(watch video on the Protocol)

We accidentally watched the wrong video on Racial Achievement Gap (still great)

## Today we want to go over **HOW** to have a **Courageous Conversation**

- The Four Agreements of Courageous Conversation
- The Six Conditions of Courageous Conversation
- The Courageous Conversation Compass

# Four Agreements of Courageous Conversation

p. 31

## Purpose - HOW to have the conversation

1. Stay engaged.
2. Speak your truth.
3. Experience discomfort.
4. Expect and accept non-closure.

p.31 Recognizing that these agreements exist as a foundation for the conversation enables those who would normally feel unsafe in such a conversation to feel safer, even while experiencing discomfort.



# Six Conditions of Courageous Conversation

p. 31-32

**Purpose - to outline the content and progression of the conversation**

These are to be done sequentially.

## ENGAGE

1. Establish a racial context that is personal, local, and immediate.
2. Isolate race while acknowledging the broader scope of diversity and the variety of factors and conditions that contribute to racialized problems.

## SUSTAIN

3. Normalize social construction of knowledge, thus engaging multiple racial points of view in order to surface critical perspective.

# Six Conditions of Courageous Conversation

p. 31-32

4. Monitor the parameters of the conversation by being explicit and intentional about the number of participants, prompts for discussion, and time allotted for listening, speaking, and reflecting. Use the Courageous Conversation Compass to gauge where you and other participants are in terms of your emotional, intellectual, moral, and relational proximity and connection to a given racial topic.

DEEPEN

5. Establish agreement around a contemporary working definition of race that clearly differentiates it from ethnicity and nationality.

6. Examine the presence and role of Whiteness and its impact on the conversation and the problem being addressed.

# Four Agreements of Courageous Conversation

p. 33-34

Used to determine the place of engagement at which each participant in the dialogue is processing the content.

Emotionally - feeling

Intellectually - thinking

Morally - believing

Relationally - acting

How to Use



*Courageous Conversation Frameworks*

Video:

<https://resources.corwin.com/ccar3e>

(watch video on the Compass)

# Four Agreements of Courageous Conversation

p. 34

## Navigating with your compass

1. **Locate Self:** From which quadrant(s) am I entering the conversation?
2. **Get Centered:** - Which quadrant(s) am I not yet experiencing, and how will I deepen my engagement to experience all quadrants?
3. **“See” Others:** In which quadrant(s) is my conversation partner located?
4. **Meet Others Where They Are:** Engage with your conversation partner, initially, in the quadrant(s) in which they are located.



# Learning & Development

Discussed recent 4th grade field trip and how that led to a discussion about including more education about Indigenous peoples and context when discussing pioneers in Colorado.

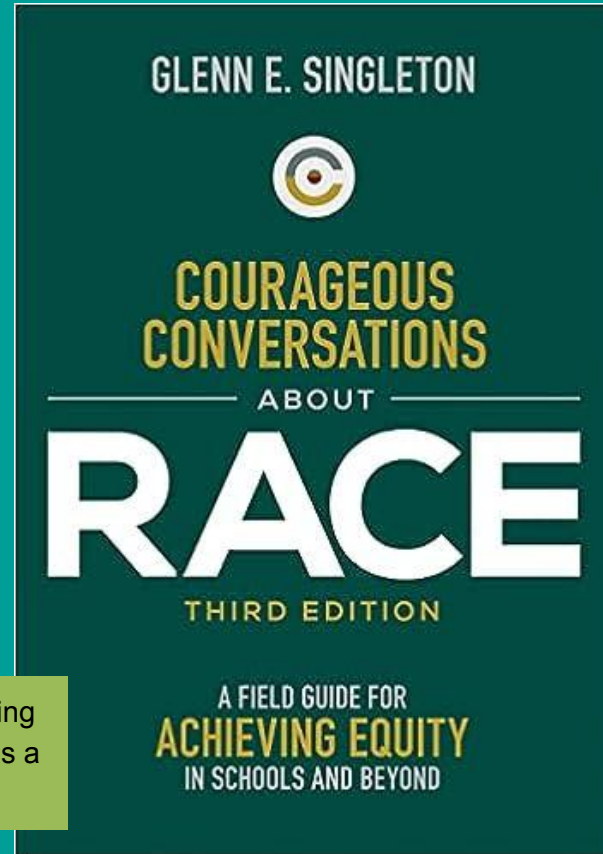
Homework -  
read pages 39-70

Answer the following  
questions:

What is equity?

What is anti-racism?

Discussed possibility of looking at disaggregated data of testing and achievement to further discussion of how we are doing as a school.



# Budget

Concerns have been raised about money being spent outside of school. Whether or not that will continue will be decided on by the Bylaws committee.

Grant Funding - **Deadline Nov 30**

Idea for town grant - access to CCAR training for EDI, PTO/FSO, teachers, interested community members

Tish is looking into this.

We have an approved budget of \$10,000 from the FSO/PTO for the 2023-2024 academic year.

Our budget is posted below on the Red Hawk Elementary PTO/FSO page.

<https://www.rhepto.net/dei>

# 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](#).

# Hispanic Heritage Month

Booth was a success, people had lots of fun. There were volunteers at the event from at least two other local elementary schools.

Consider writing a Thank You card to the volunteer who announced for us.

Hispanic and Latinx Heritage  
Month Calendar:

<https://docs.google.com/document/d/1dS2wjv4Lr9JmZQnsJfAc2EcOhRQA-7AvhHtllS0WXa4/edit?usp=sharing>

Budget spent:  
Candy - \$55.29  
Sign - \$63

Another svvsd school asked to have access to our calendar!





# Hispanic Heritage Month

	Plan made on 8/29 at last meeting	UPDATE on 9/26
<b>Description</b>	This year we will support the Town's Hispanic Heritage event being put on by Being Better Neighbors on September 24.	Mariachi Band is confirmed for movement on 10/6 - Tim will confirm cost if any
<b>All School Movement</b>	Tim is looking into a mariachi band that can perform during All School Movement on 9/22.	Tim confirmed that the mariachi band from Longmont High School will be performing on 10/6!
<b>Event Booth</b>	We will sponsor a booth/tent set up and need to recruit volunteers to lead Loteria. We also need to purchase prizes for winners. It would be great to purchase the prizes from a local Hispanic business.	
<b>Calendar</b>	Tish is updating the calendar and requesting volunteers to review the content. We will share the calendar through the FSO and with the town. Once content is reviewed, this can also be shared with parents by the teachers/school.	This is public! Thank you all for your help.
<b>Volunteers</b>	Need to request volunteers to run Loteria and BBN would also appreciate volunteers during the vent.	Thank you to everyone who volunteered! We had 6 EDI committee members and 1 Red Hawk Student that volunteered at the event. We also had two MCs from the community.
<b>Expense</b>	Voted to approve \$250 total for donation and loteria prizes.	\$55.29 was spent on candy from Dulcería Bom Bon in Longmont. \$63 was spent on a reusable EDI sign from Tape and Twine.

# Hispanic Heritage Month

How do we feel like this went?

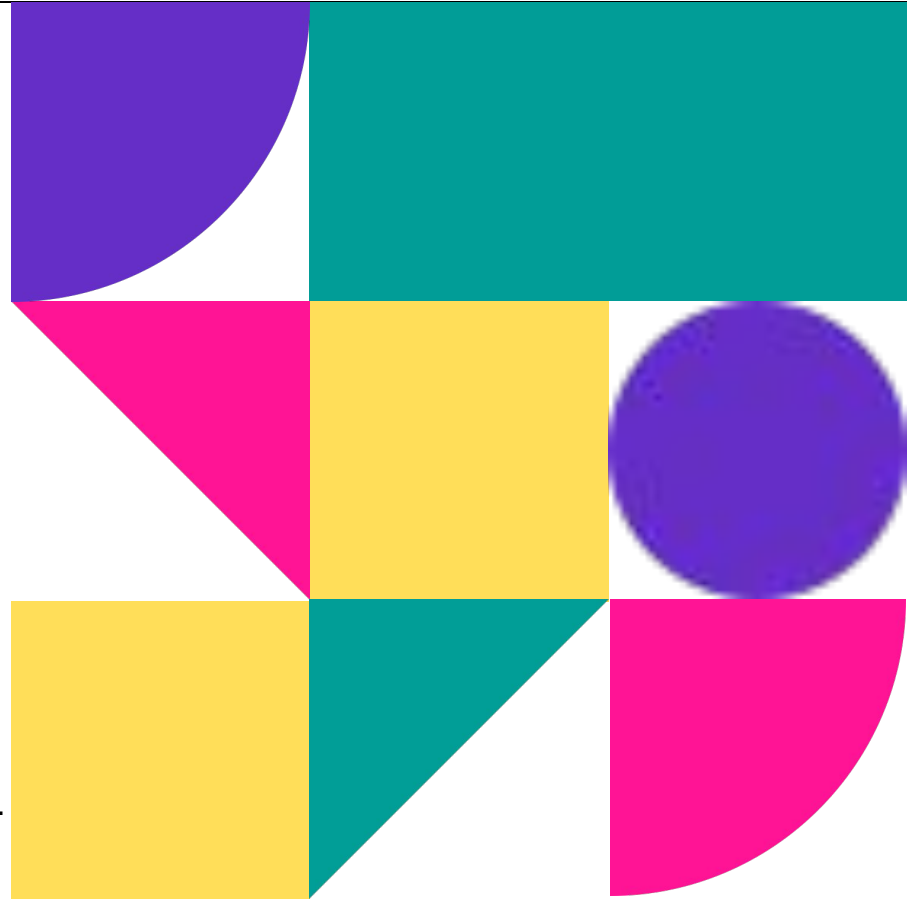
We have all the supplies for lotería and this would be a very inexpensive activity to repeat in the future.

Areas for improvement?

We wish there was a way to tell if people are/aren't interacting with the calendar.

Here's a good video to watch on Latino/a, x, e, Hispanic, etc.

<https://www.youtube.com/watch?v=CMgcpCADC-4>



# A Celebration of Indian Culture

From last meeting

Description	Diwali is Nov 12. Could we put on a Diwali celebration similar to the Hispanic Heritage Celebration last year?
Coordinator	Gardenia will reach out to parents who had previously expressed interest in supporting a Diwali celebration. If we can find an appropriate parent volunteer, we will coordinate an event.
School Liaison	
Date	
Time	
Format/Duration	

# A Celebration of Indian Culture

We sent out a Google Form to gauge interest from our Red Hawk families.  
Let's look at the results!

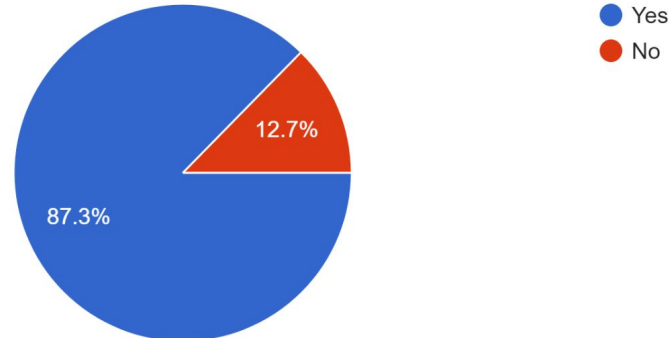
<https://forms.gle/6saV3kooCwUrxwVcA>

All results included as of  
9/26 around 3:30PM

## QUESTION ONE

Are you interested in an EDI (Equity, Diversity, and Inclusion) event at Red Hawk Elementary this year that recognizes and celebrates the Indian culture? (... crafts, educational components, food trucks, etc.)

79 responses



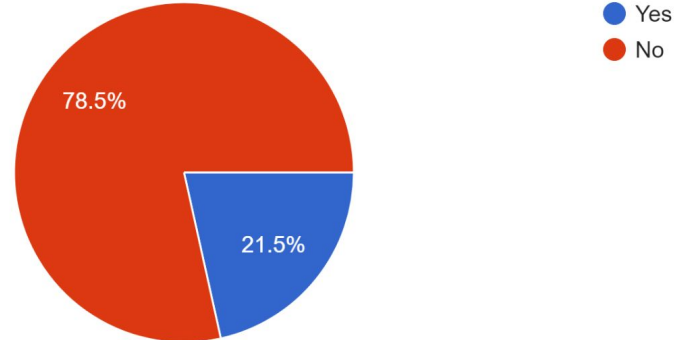
# A Celebration of Indian Culture

## QUESTION TWO

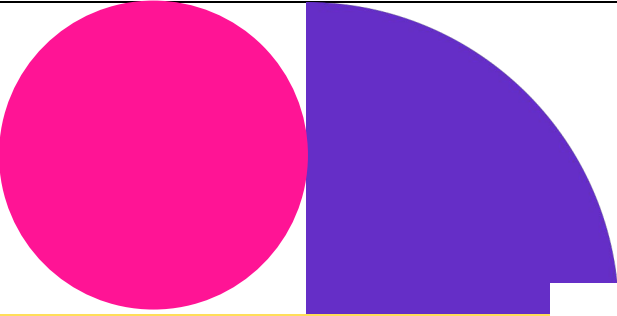
In hindsight this was not a good question and would have been better as two separate questions.

Do you have a strong background knowledge on this or a desire to learn and help and would like to volunteer with the event?

79 responses



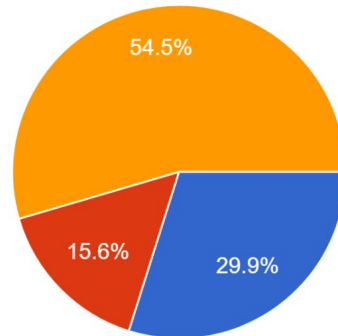
# A Celebration of Indian Culture



## QUESTION THREE

Do you prefer an after school event open to family and community or something that takes places during the school day?

77 responses



- After school event
- During school
- I like both!

# A Celebration of Indian Culture

Is there anything else you would like to share with our EDI team regarding this idea?

23 responses

This list includes EVERY comment we received as of 9/26 around 3:30PM

It's Gardenia :)

Would love an opportunity to volunteer! r [REDACTED]

This is so great! Our children will benefit greatly from exposure to other cultures and practices - don't stop at Indian culture :)

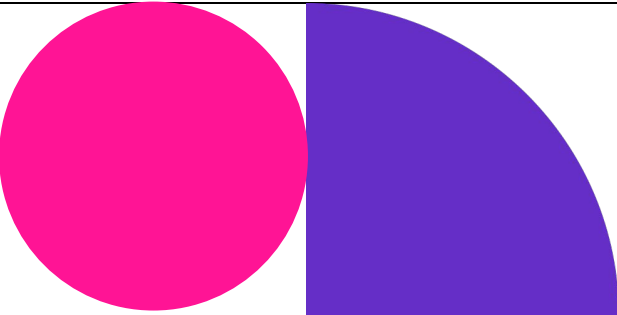
Henna!

Thank you EDI team for all your time and effort in acknowledging and paying respect to different cultures and races!

I think it's important to recognize other differences other than culture, color or race. Children need to learn about mental/emotional differences. specifically those people with mental, physical disabilities, so they can grow to learn these individuals are just like them- despite the color of their skin or culture.

I think learning about other cultures and their customs is a wonderful idea. I really like the idea of family involvement, as I would also like to learn as well.

# A Celebration of Indian Culture



Is there anything else you would like to share with our EDI team regarding this idea?

23 responses

Inclusion brings understanding, and understanding brings empathy. Empathy in our little humans is really important!

This is IMPORTANT work - thank you for doing this. All the support from me and my community of moms/dads. We are grateful.

This is exciting! Im eager to learn more.

None.

I don't want time taken away from the kids learning day at school for this.

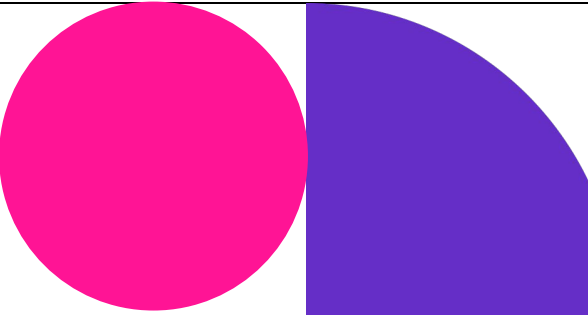
Other than helping kids to understand except ace of differences and being kind which should and is being to laugh by our wonderful teachers, this has no place in our schools. This is a waste do PTO funding.

I think Highlands Elementary brought in a dancer last year- it looked like a big hit!

I think this would be a great way to learn about such a unique culture! Thank you!



# A Celebration of Indian Culture



Is there anything else you would like to share with our EDI team regarding this idea?

23 responses

Can you email meeting information out to members? I never get emails regarding this committee

You all are amazing!

Please more cultural awareness events. Our family wants to learn as much as we can about other cultures other than our own- at events where the whole point is to celebrate and become more informed!

I think incorporating these events into Friday Movement time is a great way to involve the largest number of Red Hawk families and students. It sets the day up for positivity, gives families the opportunity to be involved without asking them to return to school, and also allows for students to continue the rest of the learning day without a change of schedule.

Happy to volunteer if I'm available when date and time are announced

If this is an event deemed important to our school community, why don't we have it at the school, as that will save funds and possibly do it during all school movement so the kids normal school day is not interrupted and parents who want to attend can do so as well?

No real knowledge of Indian culture but certainly willing to help with event

I love the idea of exposing our students to diverse cultures!

# A Celebration of Indian Culture



## A perspective from a concerned parent

Made sure it was clear that not all of India celebrates Diwali. Diwali is of Hindu origin and not all Indians are Hindu. Also, Indian celebration of Diwali differs based on geography as well as religion.

Requested making sure that we represent different aspects of Indian culture

Do we want to move forward with this?

Unanimous vote - YES

# A Celebration of Indian Culture

**Date: Wednesday November 8.** This date is clear on the school calendar, is a few days before Diwali, and doesn't conflict with Veterans Day

**Time: 5:30 to 7:30PM** (this was the time frame for the Hispanic Heritage month celebration and seemed to work well for families last year)

**Location: School gym and cafeteria** (since it's November, we will need to be inside)

**Format: We would like to incorporate food, activities, music and dance.**

## Food:

1. Two food trucks, parked outside near the doors. People can bring their food into the cafeteria to eat.
2. The parent offered to prepare Chai tea (two versions, one with dairy one without) and a lemon tea (caffeine free). This would require access to 2-3 large urns.
  - The district may have urns or we may be able to borrow from the community.
3. There is a sweet called Laddu that is very famous during these celebrations. We would like to purchase the sweets, possibly from a local home cook who makes and sells them during Diwali
  - We can purchase from a home cook

This is the same night as restaurant night - need to contact PTO/FSO.

**Current approved plan**

# A Celebration of Indian Culture

## Activities:

1. **Scavenger hunt:** Create a scavenger hunt for people to go around within the gym and cafeteria area and read various signs about the history of Diwali and other facts about India. Ideally we'd love to invite the 4/5th grades to help create the scavenger hunt through a lesson in the days before the event.
  - Mr. Garcia is checking with Ms. Mirto to see if she would like to facilitate this for the kids
2. **Lamp craft:** Because Diwali is the festival of light, we can have a station where kids create a lamp  
<https://www.womplestudios.com/blogs/diy/diwali-paper-lantern>
3. **Rangoli craft:** <https://theeducatorsspinonit.com/rangoli-craft-idea-for-kids/> or <https://kidworldcitizen.org/kids-rangoli-art-for-diwali-chalk-colored-sand/> (adapted for indoors)
4. **Henna:** we would like to look into a local Indian henna artist to provide henna art for the kids

**Music/Dance:** We could have a DJ playing music, and a dance instructor teach a short dance. We could possibly also have a dance performance depending on our budget. The parent knows of a dance teacher who may be able to connect us with a DJ and dancers.

**Lights:** We could hand out glow sticks at the end of the event to celebrate the theme of festival of lights.

# Additional ideas from Indian parents

An Indian Red Hawk parent expressed concern about the scavenger hunt. They want to make sure that the history of Diwali is communicated accurately. This would be where the religious part could come into play. Ideas on this?

One suggestion is to pivot from Diwali and instead include famous/inspirational people who come from India - for example the Google CEO

## Question for Tim

Does Red Hawk plan on letting the kids know what Diwali is? If so when and how?

Tim had a schedule conflict and was unable to be at the meeting.

- Recommendation to reach out to Mrs. Laskar, a school para, about the celebration. She has shared aspects of Indian culture with her class in the past.
- To make sure to comply with district guidelines, vet any crafts, song lyrics, etc. to make sure that there isn't a religious component
- Discuss further the possibility of including the community.
  - Potentially reach out to other local EDI committees? Include Indian community somehow?
- **Wednesday 11/8 is an FSO restaurant night - discuss with them**
- Parent has offered to make chai tea and lemon tea - this would be free
- Offer one kind of traditional free dessert.
  - Laddu - potentially difficult to make and expensive
  - Rice pudding is another suggestion
- Possibly include Henna
- Bollywood song and dance? Possible dance lesson?
  - Ask for Indian parent volunteers?
- Scavenger Hunt activity?
  - Some kind of educational component
  - One suggestion is to include famous/inspiration people who come from India - for example the Google CEO
  - Offer glow sticks as prize?
- Research the degree to which Diwali has been mainstreamed - are there components that are not religious?

# **Thank you!**

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We are so excited to work together  
this year!

Our next meeting is:

**Tuesday, October 24th**

**6PM - 7:30PM**

**Red Hawk Library**

