

**MINUTES  
DIVERSITY COMMITTEE MEETING  
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT, IN THE COUNTY OF LINN,  
STATE OF IOWA**

Educational Leadership and Support Center, Metro Room  
Thursday, January 25, 2018  
5:30 p.m.

**IN ATTENDANCE**

**Anne Carter, Rod Dooley, Rafael Jacobo, Ruth White, Rod Dooley, Okpara Rice, Christine Wolfe**

Representative Rod Dooley called the meeting to order at 5:40 pm.

**District Vision – Equity Plan**

- Rod Dooley shared the District Vision with the committee, specifically the equity plan. With this plan the district plans to transform the way we are teaching our students.
- Rod talked about the District’s 6 core beliefs, and how these must be embedded in everything we do. There are goals and action steps that are going to get us where we want to be, which is to support every student, and make “Every Learner Future Ready.”
- To support all students, we must make sure all students have access to all courses. We must build our staff’s capacity to relate to students of different backgrounds by providing professional learning opportunities. We must develop a system where all students have equity in voice.
- In the past the Equity Plan was separate from the District Vision, and now we have embedded this into our District Vision.
- The question was asked, “What are the expectations for establishing measures beyond the 5-year plan?” Rod explained that the plan will be revisited next year to address the future.

**High Reliability Schools**

- Rod went over the HRS model with the committee. The first round of surveys will be rolled out on February 8. Rod went over the data in a [PowerPoint](#) presentation.
- The group talked in detail about the underserved groups in our schools and our community. We need to start thinking about our system and how it’s evolved. The demographics have shifted. Almost half of our students fall into the underserved subgroups.

- A group member was curious to know how many black males are not in the 51% of free and reduced. Perhaps that data can be shared at the next meeting.
- Is our goal to change the system, or to ensure that each student knows how to navigate the system? The goal, is both. The Committee talked about school culture and how important it is to create a healthy culture, and how we can begin to drive change in the culture.

### **Equal Opportunity Schools**

- Ryan Mosser, Partnership Director with Equal Opportunity schools joined the meeting via Skype. His work is in AP courses, specifically, what opportunities do we have to engage underrepresented groups into signing up for AP courses.
- There is a dramatic gap on students completing college. Data shows that just by participating in AP courses increases the likelihood of graduating college by 34%.
- More information on Equal Opportunity Schools can be found in the [presentation](#) Ryan shared with the group.

### **Clarity on Diversity Committee Role**

- Rod determined that part of the Committee's role, is just to become knowledgeable on what the District is currently doing and provide feedback. Help us think through our actions and ensure that we're monitoring our progress. Part of this feedback has been performing Equity Walks. This is still an important piece of the Committee's role. Rod will be reaching out to the members between this meeting and the next to schedule an equity walk.

Rod Dooley adjourned the meeting at 7:01 pm.