

**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, May 17, 2018  
5:30 p.m.

**IN ATTENDANCE**

**Christine Evan-Schwartz, Anne Carter, Rod Dooley, Jaimen Pangborn  
Guest: Melissa Hocking**

CRCSD 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 and reminded them of the equity strategies that are embedded in the plan.

**District Vision – Diversity Hiring Plan**

- Rod Dooley shared the Draft Diversity Hiring plan with the committee. The plan contained research that had been conducted by two research firms who had similar findings: Diversity recruiting strategies are important, but diversity retention strategies are equally important. So, the components of the plan included recruiting strategies, diverse culture strategies and grow your own talent strategies.
- Rod communicated that the plan would be presented to the Board of Education in the coming months and that the plan if approved would be implemented over the course of several years.

**Update on Pilot Schools**

- Melissa Hocking, Culture Climate Transformation Facilitator provided an update for the committee on the progress that was being made with the IDI Pilot Schools (Hoover, McKinley, and Jefferson).
- Melissa shared the fact that all school staff have completed the IDI assessment and received their feedback. The professional development has been completed according to plan.
- Results from the surveys given to pilot participants were positive in that the staff felt the professional development helped them gain a broader understanding of cultural differences. This knowledge also helped staff understand that they needed to continue to better align their instruction to people from different cultures and backgrounds.

- Melissa shared that we do plan to engage more schools next year in the IDI professional development.

Rod Dooley adjourned the meeting at 6:40 pm.