

**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, December 10, 2015  
5:30 p.m.

**IN ATTENDANCE**

Ken Morris, Jr., Edwin Javius, Darcel Pledge, Jean Sheldon, Kate O'Brien-May, Chris Evans Schwartz, Ann H. Carter, Davena Johnson

Representative Ken Morris called the meeting to order at 5:30 p.m.

- Ken opened the meeting by welcoming the members present and shared briefly about the Equity Summits that were taking place during the week, with Friday being the last day for the second half of elementary schools. Ken shared he is collecting the power point presentations from the schools and will extract the equity goals for all the buildings to share with the diversity committee. Ken went on to talk about the agenda and said the group will pick up where they left off from the last meeting and review the snapshot of the district suspension data. The group was given time to analyze the data individually. Ken then asked the group what questions they have. The following are some of the questions asked:

1. Does this data represent accurate numbers?
2. How many are multiple referrals?
3. What is the total number of students with IEP (Individual Educational Plan)?
4. How does the total IEP suspension data compare to the total number of students on IEP?
5. What are the percentages, what is the percentage change?
6. Did we use the same system to pull this data?
7. What is driving the decrease in days, why is there a decrease for black students?
8. How are the length of days out of school determined?
9. Are these all out of school suspensions?
10. Are students transferring from one school to another?

As Ken closed this segment of the meeting he shared referral data collected from Jefferson High School

Average Daily Office Referrals from Start of School til 12/9

2014 4.61

2015 2.15

Total # of Referrals from Start of School til 12/9

2014 318

2015 155

% of African Americans with Office Referrals from Start of School til 12/9

2014 20%

2015 14%

% of IEP Students with Office Referrals from Start of School til 12/9

2014 33%

2015 18%

This is remarkable data!

After you celebrate this data I think this would be a great BLT reflection and whole staff as well.

Questions I immediately began to ponder:

Did instructional changes influence this?

How has Ed Equity work impacted this data?

Has the Jefferson Option program had an influence?

- Ken Morris and Edwin Javius had the committee break into three small groups to do an activity that required each participant to define disrespect, defiance and disruption. During the previous conversation about suspension data it was brought up that many referrals both major and minor offenses fall in the triple D (disrespect, defiance, and disruption) category. The groups were asked to define each term and share out with the larger group. Each group demonstrated with their definitions the complexity and ambiguity of how the terms are defined. This led to some discussion on how do school sites define what is disrespect, defiance and disruption. As Ken wrapped up, he shared with the group to look out for the Iowa State report Card, encouraged them to read it and have questions to discuss at the next meeting

Ken Morris adjourned the meeting at 7:00 PM