

Next steps for SC members with regards to Antiracist, Equity and Inclusion work

**Goals discussed:**

- **Affectively partner with the District in becoming an antiracist, inclusive, diverse, and equitable community**
- **Develop skill sets to address specific tasks overseen by SC ie policy work**
- **Create a culture on the SC that is sustainable despite membership changes**
- **Have an effective resource for onboarding new members**
- **Become a resource within the community**

**Next Steps:**

- 1. Work with Marika and Jess in “working mini sessions” with homework**
  - Work in parallel with faculty members - similar curriculum
  - Not on camera in order to facilitate trust and engagement with difficult topics
  - Would give insight and knowledge into district work in order to better articulate to community and others
  - Would provide some immediate skill sets
  - Homework assignments could be shared with community similar to book nook
- 2. AIDE work/NCBI Training - has begun.**
  - Susan and Trintje
- 3. Hire an external partner**
  - Would occur after district equity audit is complete as strengths, weaknesses and required specific skills will be identified.
- 4. Onboarding Resource/Continued work**
  - Documenting the process in order to creating a resource for onboarding new members
  - Also creating a system to track/document this work and next steps will enable committee to continue to evolve as needed

## **Mini Working Sessions and Homework**

**Alternating Thursdays 5-6:30pm  
1.5 hours with subsequent homework**

- 1. Intro to Identity Workshop**
- 2. Getting more comfortable talking about race and racism**
- 3. How do I begin/continue to educate myself so that I know how to spot racism? How do I speak up and show up as an antiracist person and SC member?**