

Date -February 8. 2024

Committee - DEI

Members present - John O'Connor, Andrea Spengler, Jamie Hebner, Kristin Irwin

Discussion Items:

- **Discussion regarding possible barriers for kids and systems in place or in the process of being in place to address . Such as music, sports and other extracurricular activities and inability to participate due to cost.**
 - We continue to identify students who may not take the initiative to participate in extracurricular activities. Although we have not tracked the data, we have seen some success in these students participating in activities.
 - We continue to pay for exams and look to mitigate costs for the senior trip.
 - I am reviewing the Student handbook to ensure language is inviting for all students. Also, that rules & regulations include alternative pathways if needed.
 - To illustrate, the handbook provides explicit guidelines for appropriate bus conduct. While our intent is to back our drivers, the prospect of suspending students from the bus poses a challenge, considering potential difficulties for parents in transporting their children to school. In response, we may need to explore inventive consequences. The handbook's clarity is commendable, particularly in granting the principal discretion to devise alternative plans. This flexibility ensures that consequences can be tailored to each situation, maintaining discipline, and simultaneously offering support to our dedicated drivers.
- **It appears our students and our school culture has historically (and continues to be) very welcoming to all students regardless of gender, ethnicity, skin color. However, we would like to survey students and staff at some point to really dig deeper into ensuring all feel welcome and supported, rather than assume they do. Could add a question to the senior exit interview to ask if students felt welcome and supported during their time here.**
 - For example; "Reflecting on your time here at Forestville High School, how do you think the school community contributed to or influenced your sense of belonging, and what suggestions do you have for enhancing that sense of community for future students?"
- **The new anonymous reporting system is set up to address hate crime, hate speech. The rollout of this system has taken place and there is a Save Promise Club component as a requirement. This is a peers supporting peers system so that students remind each other the See something Say something system is in place. Since February 2023, we have had 20 anonymous tips. They fall under the following categories:**
 - Suicide - 3
 - Anxiety/Depression - 3
 - Weapons - 4
 - Drugs - 4
 - Intent to harm - 2
 - Sexual Harassment - 1
 - Hate Speech - 2

- **SENT (Social Emotional Needs Team) also in place and is a team of counselors, admin that meet weekly to ensure all needs of students are met with regards to their social and emotional needs.**

Discussions at the SENT team meetings include possible issues with diversity, equity, inclusion including - Questions on absences- do we believe they are caused by lack of belonging,

Next Meeting: April 16th at 4:30 p.m.