<table>
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<th>Date: August 8, 2019</th>
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<td>T1-Diversity Advisory Council</td>
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There was a request for a timeline as to this process.

Recommendations on what the Diversity Council can do

- Need consensus from the Council to push back when something is not in place.
- Then measure the outcomes.

Recommendations:

- Overcommunicate: Revisit & explain the current process; once training done, continue to involve.
- Network of Superintendents/teachers, training in difficult dialogue to have.
- Weigh options to Deans. Put together. Infrastructure it so it can transition to a longer conversation global. Have a full-time diversity position for who will have some recommendations to hear.
- Overcome challenges: Close the gap.
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- Recommendations: Name related to that, gives recommendations to improve on.
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LOSTLEARN: Corrections abound.
- Recommendations: Name related to that, gives recommendations to improve on.
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- Recommendations: Name related to that, gives recommendations to improve on.

Representation in leadership: Perceived good old boy's network.

Challenges:
- Upper path to advancement: Lack of equity and cultural awareness.
- Devised & shared the County's stance with diversity.
- County recognizes the importance of diversity,
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Question that was asked:
- Of the people, 60% spoke to personally, about 10% of them were from communities of color. However, on the written surveys, that was not a concern for people. Reasons to refer to community organizations.

Continuum: This will happen in mid-Semester, with Kelli facilitating.

It was clear that people want to have opportunities to talk about this. Kelli indicated that this best impacts their ability to be seen, so person doesn't give agency.
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<tr>
<th>Submitted by Sue Gertelson</th>
<th>Adjourned: 8:00 PM</th>
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<tr>
<td>2019</td>
<td>T1-Diversity Meeting</td>
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<tr>
<td>I.T.-Diversity Meeting - September 11, 2019 (AAAC Hostile)</td>
<td>Next Steps:</td>
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