

FAQ for the Diversity, Equity & Inclusion Committee

Who is on the DEI Committee and who can attend?

This group consists of Golden Valley faculty, staff and family members. We invite all community members, assume good faith and commit to open, compassionate dialog.

What is the mission of the DEI Committee?

This group supports DEI for the community by understanding their needs and finding solutions. Our full mission statement can be found on the [DEI tab](#) of the Golden Valley website.

What do the meetings entail?

They are primarily spent collaborating on open projects, or reviewing work completed offline. Meetings open and close with verses, in the Waldorf tradition, and we follow these ground rules:

- Create a safe environment for discussion and learning.
- Treat as confidential any personal or vulnerable information that is shared.
- Extend courtesy to others.
- Listen without judging others.
- Share challenges openly so that we can learn together and develop better ways of doing things.
- Be present in the moment!

What kind of projects do you do?

This committee started in 2020 amidst a pandemic. Despite the unique hurdles of that time, it has grown and worked to clarify, prioritize and meet DEI goals for the community. Some of these have been realized in writing, like our newsletter articles or the [Resolution](#) the Board passed in 2021. Some will take perseverance and resourcefulness, like fulfilling the community's expressed desire for increased diversity among our students, faculty and staff. We are proud to talk about what we're working on currently. [Just ask!](#)

Does the Committee oversee the work of the faculty and staff?

We are not in the business of curriculum design or advocacy.

We do think that it's important for kids to see themselves reflected in books and stories, plays, puppet shows and other classroom learning. We know our faculty and staff are already working hard to make all students feel welcome, and we are here to cheer them on and help answer any calls for support.

We are also not involved in student, class, or school incidents.

We trust our teachers and staff members to work toward the best outcomes for students' learning and personal development. We support faculty and staff by raising awareness, offering resources and training, and responding to their expressed needs as part of the annual survey.

Is this group political?

We do not discuss politics, and our efforts are non-partisan.

We acknowledge that the topics of diversity, equity and inclusion are, sadly, sometimes politicized. However, it is not political to work to create a space in which every child has the opportunity to learn and thrive, and every family can find community. It's just the right thing to do.

When and how do you meet?

For the 2022-23 school year, the DEI Committee meets the first, third, and any fifth Tuesday of the month via Zoom, from 5:30 - 7:00 pm. There are a few exceptions for school breaks and teacher crunch weeks.

Are you aware that it is during a really busy time of day for families?

We understand. Most of the members are balancing this meeting with the needs of family and supper time. Our commitment to these efforts and to each other makes it work!