

**Wooster City Schools**  
**Diversity Task Force (DTF)**  
**Annual Meeting Minutes**  
**July 26, 2022, 5:30pm**  
**Wooster High School**

1. **WELCOME:** Rachel Relle welcomed the attendees and introduced Superintendent Gabe Tudor.
2. **DISTRICT UPDATES:** Gabe Tudor
  - Oliver Warren, HS teacher, has started a HS chapter of the NAACP. So far there is steady student interest, with 35 new members. The plan is to have regular meetings and assist with the Wooster-Orrville NAACP chapter events throughout the year.
  - There continues to be steady enrollment in the civil rights course with an average of about 25 students. There is also a Holocaust course which includes trips to Washington D.C. to visit the memorial and museum.
3. **Implicit Bias Training**
  - Last fall 25 district staff participated in implicit bias training put on by the Kirwan Institute from Ohio State University. The objective of the course is to help people recognize that their life experiences affect their world view. The staff varied in positions from administrative, bussing, teaching, etc. Attendees felt the training was successful and have interest in sharing their training with additional staff. The plan for the 22-23 school year is to use professional development day(s) to have the previously trained staff utilize what they learned to train more staff. The hope is that this cycle continues to reach as many district staff as possible. Rachel added that in the future it would be nice to be able to offer it to the wider community as well.
4. **Recruitment**
  - The district has hired 4 diverse staff (non-teaching) this past spring. The goal also continues to be to hire more diverse teaching staff.

- We attended a diverse job fair this spring and plan to attend more next year. We also plan to host our own job fair this year.
- The district hired 7 new people for administration positions, and 5 of the 7 are females.

#### 5. Leader-In-Me (Positive Behavioral Interventions and Supports)

- Congrats Kean Elementary for their LIM Lighthouse Award. They were one of 600 worldwide to receive this award.
- LIM has been approved for the 4 elementary schools this next year. Edgewood and the high school follow a different PBIS model.

#### 6. WCS Master Plan – Breaking down barriers for equal access

The district's business advisory committee focused on our facilities. Last month the school board approved their facilities plan. It is based on a grade-level approach for all schools (versus the current neighborhood approach). Buildings will be K-2, 3-5, 6-8 and the high school. District feels this is the best model to represent all of Wooster students because it supports all neighborhoods, and integrates all students (diverse backgrounds) together.

#### 7. CONCLUSION:

Yvonne thanked Gabe for the district's work and cooperation on our initiatives. Rachel thanked the attendees and reminded them that there will be a mid-year meeting sometime in early 2023.

Respectfully submitted by Rachel Relle.