



# Culture & Climate

E MEC

3:30 pm -5:00 pm

Co-Chairs: Farah Anderson & Rosi Portillo

Note-taker: Cami Tapscott

Timekeeper: Laura Crawford

1. Welcome
2. Roles
3. Seven minutes with Pat ☺
4. Norms (revisit)
  - Begin and end on time
  - Come prepared
  - Keep fun in your mind and be enthusiastic participants
  - All voices heard and respected
  - Represent positively for our community, staff, and students
  - Finish what we start
  - Keep from straying off task
5. Culture?

What is culture?

- Attitude
- Beliefs
- Diversity
- Relationships

Culture is not just ethnicity.

6. Top Ten for Quad City Area Realtor Association (Padlet)

See Rosie for post-it notes. Our list will be completed by the end of the week for this association.

7. Quad Cities Big Table

We can host a table, or we can join a table. We would host in the East Moline Public Library (public location). We could also host it at the Administration Building if we wanted to host it at a private location. If we hosted a private table, we would have to invite people to come. It would be by invite only. Do we want to move forward?

Who do we envision to be at our table?

We are in favor of hosting a table, privately.

We would like the opportunity to send members of this committee to a table to see what it is all about.

8. Brainstorm the Focus of Culture and Climate (Prioritize and Start Focus)

- Activities/initiatives to improve the climate for employees in the district
- Recruiting a more diverse staff to EMSD
- Getting our families/community excited about coming back to school in August
- Improving to recognize and celebrate the many cultures in EMSD
- Communication of initiatives

What is our vision?

9. Reflection

- Use district calendar for invites
- How do we measure what we are doing?
- Need members from Glenview and Hillcrest.

Future Meetings: April 9, May 7

To do:



Spring Break