



New Hanover County Board of Education

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NHCS Board Equity, Diversity, & Inclusion Meeting Agenda & Minutes

5:00 PM, November 18, 2019 | Location: BOEC 1805 South 13th Street

Agenda

Welcome

Last Meeting Follow-Up

- Update from Policy Sub-Committee

New Business

- [Finalize Mission Statement](#)
- [Establish Ground Rules](#)
 - Procedures for how we accomplish our goals and operate as a committee
- [Determine Goals around identified focused work of the Committee](#)
 - Group Consensus
 1. Focus on Policy and Procedures
 2. Establishing Measurable and Meaningful Goals (SMART Goals)
 3. Ensure an Equitable and Inclusive Culture at Each School that Includes the Community
 - a. Long term
 - b. Short term
- Creation of summary of meeting through video or podcast

- Establish similar format

Attendees

Tyler Shumate, Allen O' Briant, Caress Clegg, Rachel Greer, Stefanie Adams, Lisa Estep, LaChawn Smith, Shawn Lamb, Lina Espinosa, Kayce Smith, Andi Webb, Jennifer Turner, Gayle Tabor, Franchon Frances, Jarelle Lewis and Sean Bynum

Resources:

- [Registration for FREE event](#) hosted by the Center for Racial Equity in Education, Nov 23rd, in Wilmington (related to this event is the [E\(race\)ing Inequities report](#), developed by CREED's founder, James Ford)
- [Equity literacy for Educators](#) - definitions & abilities
- [Profound Gentlemen](#) - based out of Charlotte - providing cohort support for male educators of color
- [Summary & resources from the 5th annual Safe Schools NC](#) conference (Nov 16th) - dedicated to educating other educators about LGBTQ+ issues and inclusive learning environments is one of the best ways to make schools welcoming for all students.
- [Anti-racism and Gifted education](#) - handout with resources
- North Carolina [Legislative statute regarding short-term suspension](#) and students' rights - student who receives a short-term suspension (often for subjective offenses) does NOT have the right to appeal...unless the local board of education adopts a policy permitting it.
 - An excellent/recent [opinion editorial about due process](#)
 - [Another short read on this topic](#)
- "Don't we already Do Inclusion? 100 Ideas for Improving Inclusive Schools" by Paula Kluth, who is one of the most well-known consultants (and former special educator!) who works with teachers and families to provide inclusive opportunities for students with disabilities and to create more responsive and engaging schooling experiences for all learners (from <https://www.paulakluth.com/about-paula/>). The District chapter, which I've included, features suggestions for sustaining change and creating a message that is consistent from building to building.
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Scribe(s)

Cherry Smith

Minutes

- Welcome:
 - Board Chair Lisa Estep
- Last Meeting Follow Up:
 - Kayce Smith shared resources for all board members to review.
 - We created a sub Committee to review policies.
 - Policy Series 4000 and 7000 have been reviewed by Gayle Tabor. Mores discussion will be shared.
 - Email Dr. Smith if you do not have access to documents or links.
- New Business:
 - Finalize Mission Statement: Committee members broke out into 3 groups for discussion to finalize the mission statement. Suggestions of changes from each group was shared. Composed by changing the wording.
 - Group 1: (Humanity) To make sure that everyone's humanity is embraced, Embracing the differences and celebrate
 - Group 2: Ensure culture, Multicultural and Embracing the culture
 - Group 3: Value, Build and Respect Multicultural Community
- Group Consensus: Mission Statement
 - We will ensure New Hanover County Schools celebrates our diverse community through growing a sustainable environment that embraces inclusion, provides equitable opportunities, and affirms our humanity.
 - Each member will review it again and it will be shared with the rest of the committee.
- Establish Ground Rules: Committee members broke out into three groups to establish ground rules. Each group posted their Ground Rules and each

committee member voted. Each member was allowed to vote five times.

- Final Votes: Established Ground Rules:
 - ❑ Serve stakeholders which are our students.
 - ❑ Be open honest and respectful
 - ❑ 2-3 required for votes
 - ❑ If 2-3 in disagreement everyone gives input
 - ❑ Be open, honest and respectful
 - ❑ Share equitably the workload
 - ❑ Include in every session next steps, those responsible and a timeline for implementation

Action Items

- Focused Work Questionnaire and Sub Questions
 1. What are our long term/short term goals around policy and procedures for the district?
 - ❑ A. What information do we need to better inform our response to this question?
 2. What are our long term/short term measurement and meaningful goals for the district?
 - ❑ A. What information do we need to better inform our responses?
 3. What are our long term /short term methods for ensuring an equitable and equal culture at our schools that is inclusive of the community?
 - ❑ A What information do we need to better inform our response?
- These questions focus on long term and short term goals. They also focus on the work, policies and procedures. Please think about this information and share your thoughts on the next steps that we should take to help us start the discussion around the questions.
- Please populate this document. If you don't have access to the document that was shared please contact Dr. Smith.
- Deadline for this information to be submitted is November 25th

Next Meeting Agenda Items

1. Discussion of Ground Rules.
2. Discussion of Focus work questionnaire. (Long Term and Short Term Goals)
3. Volunteers needed to record a podcast with a summary of the meetings. These podcasts will be posted online.