

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

5:00 PM, May 4th, 2020 | Location: BOEC/ZOOM Meeting

Welcome: Dr. LaChawn Smith

□ Review Survey Results/HR Updates

Teacher Recruitment, Retention and Growing Our OWN Survey

Survey was shared with Dr. Dr. Bryan Martin – Interim Investigator/ Employee Relations

- Follow up with HR was critical
- HR is planning a virtual job fair
- Internal discussion related to take aways from our meeting that was held on April 20th
- Planning to provide and update to our upcoming meeting in June
- HR is moving forward to having internal conversations
- Resources were shared by Keyona and Andi with HR
- PR Department will be working with Deb Trafton/HR to create Retainment/Recruitment video

□ Suggestion: Conversation for HR department

- Share ranking details for our county/counties and their matrix
- What is the Internal conversation for short and long term goals
- Advertisement using digital and paper outlets
- Hire HR staff that are knowledgeable about best practices for recruiting/retaining staff from under-represented populations
- Request Watson College to partner with the Upperman Center to help accomplish the long term goals of increasing teachers of color

□ Long Term Goals Revisit Discussion

- Smart Goals
- Community Culture
- Policy Procedures (Recommend change to the policy) Stefanie Adams will follow up (Talk to NCSBA discussion on policy and equity)
- Dr. Smith will bring back the interim goals to everyone (sharing them in an email)

□ Community Partnership (Stefanie Adams) Discussion of ways to grow our partnership with organizations and what they offer:

- We need to Grow our Partnerships
- Start writing template letter for potential partners

- Profound Gentleman national organization network and supporting black male educators. Profound Gentlemen - <https://www.profoundgentlemen.org/>
 - Latino Alliance/ Partnership is getting stronger
 - Divine 9 Fraternity and Sorority (Greek Organizations): Support middle/high students Offer Scholarships, Identify Youth College Bound. National Programs, Present opportunities for scholarships (Deborah Maxwell and Shawn Palmer contacts)
 - How do we strengthen the YWCA partnership?
 - Letters ready for basic outside vendors (Goggle)
 - Incentives, (Partnership) Target, start writing the template letter for potential partners?
 - GE Volunteers

- Next Steps (How do we move this work forward)
 - Define the long term goals for academics
 - Publish long term goals. Select the people/positions/departments needed for collaboration. Ask those folks to come together to create action steps with timelines.
 - Having Long term goals clear
 - Share survey data with HR
 - Each workgroup needs to identify a team lead
 - Add mentimeter to get quicker feedback
 - Job Fair
 - Dr. Smith will share updates with the Workgroup
 - Dr. Smith will share short term goals
 - Update from Work and Board committee
 - Availability of Organizations (Partnerships)

- Parking Lot: Media Oversight for PTA's in Schools (Caress will follow up)

- Closing/Delta's
 - Coming to Regular Meetings
 - Having many ideas for partnership
 - COVID 19
 - Having long term goals clear

