

**New Hanover County Schools**  
**Equity, Diversity & Inclusion Committee Meeting**  
**June 01, 2020**

☐ **Welcome:** Lisa Estep: Board Chairperson

☐ **Moment of Reflection:**

- Members of the team shared their thoughts, feelings and emotions around all the issues that are happening in the world at this present time. Revolving around the Minnesota life taken of George Floyd

☐ **Work of the Committee and Work of the Workgroup:**

- Each group create a workflow and putting together a subgroup
- Create a workflow chart
- Work on finding the overlaps alignments in each work group
- Rachel, Tyler and Caress will work on continuity of the two groups in support of moving both committees/groups forward with the work.

☐ **Identify Team Leads (For Sub Committees)**

**School Board Association Policy Manual Discussion:**

**Board Chairperson: Lisa Estep:**

**Collapse Policy Subgroup: NCSBA will review policies to ensure that they are aligned with the federal and state statute. This review of all policies could take up to 18 months to two year process. Once the policies have been revised the old policy manual will be pulled from our website and the new one will be uploaded.**

- **Academic & Behavioral Goals- Team Leaders- Allen O'Briant and Julie Varnam**
- **Community/Culture-Team Leaders- Tyler Shumate and Lina Espinosa**
- **Team leads would move to once a month meetings instead of meeting every two weeks and interim sub committee meetings to start in July. (2 meetings per month for sub committees and then hold our regular monthly meeting)**

☐ **Long & Short Term Goals (Breakouts) Created Two Break Out Rooms/Discussion (Zoom)**

- Academic/Behavior (Share Out) Team leads
  - ❖ Short Term Goals
    - **Action Item:** Important to add a third short term goal around remote learning. Interest in PD and Remote Learning Access
    - Caress shared the work of the PR department and the work of the district. (Add the work around the PR department)
  - ❖ Long Term Goals
    - Importance of being able to make strong recommendations
    - More diversity in our schools

#### Community/Culture (Share Out) Team leads

- ❖ Short Term Goals
  - New Hire for HR
  - Waiting for the meeting on June 15th with Dr. Martin and share support from the EDI committee (Developing the framework)
  - Research other counties to see how their process works
  - Don't limit our research with just school board continue to use different resources
  - Offer perspective from the EDI committee in terms of hiring (Around Equity)

#### ❑ Discipline Policy and Data 8410 (Julie Varnam Superintendent of Student Support Services)

##### Points of Dialog:

##### Last Revision April 2014:

- What more do we need to do for some or more of our students around the (3 Layers of social, emotional and academic areas? How do we support social and emotional needs around MTSS support?
- School Justice Partnership. Working with SRO's. Handling discipline issues within the school and not involving the SRO's that could lead to a criminal record for students.
- Policy brief questions whether due process should exist at the short term suspension level
- **Discipline Data Outcomes: African Americans students make up about 63% of suspensions, but only about 20% of the student population**

Open Discussion/Policy 8410/Questions (Comments moving forward)

- Is the discipline consistent across schools? ( Some schools suspend more than others)
- Multi Tiers (Around Discipline) 1st tier is the first step. How do we interact with students?
- What will it take to lower these numbers?

❑ **Closing Remarks:** Stefanie Adams: Board Member

Appreciate the EDI Committee and the work and dedication that you are doing for the district and our students.

❑ **Plus Delta's:** These items were added in the chat

❑ **Action Steps:**

- **Work of the Committee and Work of the Workgroup**
- Rachel Greer, Tyler Shumate and Caress Clegg will work on continuity of the two groups in support of moving both committees/groups forward with the work. All three serve on both committees.
- Julie Varnam will expand the conversation around PD and Learning Management system and Access for short Goals (Academic and Behavior Breakout Group)