

San Mateo-Foster City School District
Equity Task Force **Meeting Minutes**
December 15, 2020
7-9pm

| Agenda Topic(s) | Facilitator(s) | Notes |
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| <p>Call to Order: (10 min)-7:03pm</p> <ul style="list-style-type: none"> ○ Welcome/Introductions of new ETF members ○ Approval of the Agenda ○ Approval of Minutes from 11.17.2020 ○ Future Meeting Dates <ul style="list-style-type: none"> ○ Jan 12, Feb. 16, March 16, April 20, May 18 ○ Public Comments | <p>Dr. Joan Rosas, Superintendent</p> | <p>Attendees: Patrick Hurley Aleyda Barrera Nailah Blake Wini McMichael Diana Harlick Denise Fornier Sue Wright Sue Wiesel Karla Rodriguez Colleen Sullivan Rosie Rivera Marlyn Bussey Jennifer Young Joan Rosas David Chambliss Shara Watkins Noelia Corzo Nicole Anderson</p> <p>Visitors: Tal Tamir tal@tntamir.com Windi Hazzard whazzard@smhwc.org Mary Lynagh Grace McCollum-6th grade student /Marcella McCollum (mom) Marcella.mccollum@gmail.com; graceomccollum@gmail.com Stephen Floor stephen.floor@gmail.com</p> <p>New members: Jennifer Young-Certificated Staff Rep Dr./Rev Marlyn Bussey-Community members</p> <p>Agenda approved: Motion: Patrick; Second: Karla</p> <p>Minutes approved: Motion: Colleen; Second: Marlyn</p> |
| <p>Building Safe Space (5 min)</p> <ul style="list-style-type: none"> ○ Social-emotional check ○ 4 agreements | <p>Nicole Anderson, Equity Consultant</p> | <ul style="list-style-type: none"> ● 4 agreements reviewed ● Reflection on 3 quotes about leading for educational equity <p>Mary-shared 1st quote (leading for change) Nailah-shared John Lewis quote (youth sometimes get stuck in “cancel culture” when someone makes a mistake. We must forgive and help them)</p> |
| <p>Board Update: (5 min)</p> <ul style="list-style-type: none"> ○ Current board priorities focused on equity | <p>Noelia Corzo, Past President Shara Watkins, Trustee</p> | <ul style="list-style-type: none"> ● highlight of board work; pushed back school reopening from Jan. 19 to later date of district due to new covid-19 county color/surge and future expectations ● Presentation on reopening; revisited the middle school plan and will be holding another meeting next week to get another update. ● Approved contract with Dr. Pedro Noguera to support the plans to do community outreach and support the development of the North Central School |

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| | | <ul style="list-style-type: none"> Board Reorganization: President Kenneth Chin, VP Allison Proctor, Clerk Shara Watkins, New Trustee Lisa Warren Noelia/Shara will still be ETF board liaisons |
| District Update: (10 min) <ul style="list-style-type: none"> District reopening Plans | Dr. Joan Rosas, Superintendent David Chambliss, Assistant Superintendent | No report. Board reopening report was shared by Trustee Corzo |
| Content/Capacity Building: (15 min) <ul style="list-style-type: none"> Defining Educational equity Recognizing the barriers to equity work Understanding a systems approach to equity work | Nicole Anderson, Equity Consultant | <ul style="list-style-type: none"> see google slides in folder for content shared Nicole gave a recap/overview of equity concepts including barriers to the work. ETF members should be mindful of continuously building content knowledge and context of equity to be able to teach others as well as establish a lens for the work they are doing as a task force <ul style="list-style-type: none"> Equity in Education (what is equity, what are the barriers, what actions create equity) History of public education Why Equity gaps exist (testing rooted in eugenicists ideology) Barriers to equity <ul style="list-style-type: none"> Stereotypes Microaggressions Implicit Bias Suggested group review slides and read Racial Equity Detours and Water of Systems Change article Denise/ETF suggested the board to amend and update the equity resolution: <ul style="list-style-type: none"> Change the terms "she" and "he" to "they" and "them" Include equity resolution amendment at Jan. Board study session |
| Recentering the Work: (10 min) <ul style="list-style-type: none"> Future Listening Session plans Equity action planning process (parts 1-5 in google doc) Sub committee focus areas <ul style="list-style-type: none"> Academic: MTSS School Safety: LGBTQ Staffing | Nicole Anderson, Equity Consultant | <ul style="list-style-type: none"> Jennifer, Marlyn to join staffing sub committee Add Laura to safety sub committee Reviewed sub committee members, regrouping Nicole encouraged the group to narrow the focus and consider what data informs their work Group used equity impact action planning google doc to record responses (parts 1-5) |
| Collaboration/Equity Impact Action Planning: (60 min) <ul style="list-style-type: none"> Sub-Committee collaboration(breakout rooms) <ul style="list-style-type: none"> data review Research needs | Nicole Anderson, Equity Consultant ETF Sub Committee Members Staff Liaisons | Nicole met with visitors/non-ETF members about their desire to contribute to the work <ul style="list-style-type: none"> Mary-desire to share perspective with this work;happy to see the board focus on this work Windi-want to learn more about how equity is evolving and want to share with her staff in afterschool space (can see connection to all three focus areas, but specifically academic) Tal-interested in anyway possible and still learning more about the work; passionate about supporting immigrants students (interested in supporting any of the groups) Stephen-parent who desires to learn and find parallel with work he does as he leads for diversity grad program at UCSF |

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| | | <p>(early intervention important-academic/safety focus area)</p> <ul style="list-style-type: none"> Grace (6th student)-students feel unsafe and bullied and not treated well at school should be noticed; they may be keeping it to themselves ; we should have another student listening session; today she spoke at her school GSA session and students focused on being bullied <p>Sub committee collaboration: (see equity impact action planning google doc)</p> <p>Safety: Need to get more familiar with SRO resolution but want to continue to focus on current work around LGBTQ students on current data that was provided by Wini.</p> <p>Academic/MTSS: group unpacked goals, purpose, and challenges around MTSS and updated action planning document. Nicole suggested that the group consider what equity gaps would be closed as a result of implementation of MTSS being implemented at all schools; what data could be measured</p> <p>Staffing: on boarding of new members, review of part 3 focusing on the historical context and purpose of the work. Sue shared data and perspective for two focus areas around recruitment (diverse staff) and retention (training)</p> |
| <p>Next Steps: (5 min.)</p> <ul style="list-style-type: none"> Sub committee collaboration Staff Listening Session Closing remarks/announcements | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Joan Rosas, Superintendent</p> | <ul style="list-style-type: none"> need to have ETF members who can help with parent interviewees after the winter break <ul style="list-style-type: none"> Susan Patrick Colleen Karla New student members to be considered <p>Closing comments by students:</p> <ul style="list-style-type: none"> Grace: This committee can help others who don't have a voice at school Nailah: glad we are doing this work and glad to make a change in the future |
| <p>Adjournment: 9:04pm</p> | <p>Dr. Joan Rosas, Superintendent</p> | <p>Motion: Patrick Second: Denise</p> |