

**Equity Task Force Minutes  
September 8, 2020 – 7:00**

**Called to Order at 7:04**

**In Attendance:** Geneva, Patrick, Laura, Colleen, Paco, Shara, Sue, Noelia, Rosie, David, Diana, Kristen, Denise, Tenea, Nicole Anderson - Consultant

**Approval of the Agenda:** Motion by Patrick, Second by Kristen. All in favor.

**Approval of the Minutes for June 9 and 23:** Motion by Kristen, Second by Patrick. All in favor.

**Public Comment:**

Randi Paynter explained that she had no comment to make because the agenda published did not provide enough detail to allow the public to consider comment.

**Board Update:**

Trustee Watkins stated that it had been busy. The Board is focused on Distance Learning right now and looking at how to support vulnerable students. The Board made a decision to terminate the SRO contract through a Resolution. She felt that there may be systemic issues with discipline practices. Nicole will work with the District to look at discipline data and engage with the community regarding discipline and the SRO program. She explained that the City of San Mateo has been engaging in community outreach regarding policing and they are willing to come to the table with the District to partner and leverage resources. The Board would like the ETF to work on this project. Trustee Watkins also informed the ETF that a Request for Professional Services went out for a consultant for the New School in North Central San Mateo.

Trustee Corzo explained how important the New School in North Central is as it has the ability to address equity in the District and that the Board wants to be intentional about the program. She explained that at the last Study Session the Board had reviewed all of the initiatives that are in process in the District. She explained that the Labor Management Initiative (LMI) is working together to move the District forward with the Distance Learning and Hybrid Models. Trustee Corzo appreciated the article that Nicole shared called "Avoiding Racial Equity Detours" and noted that race affects our students and that the SRO work, discipline matrix and student learning are all interrelated.

Trustee Watkins added that the Board is focused on equity as a lens and wishes to engage the ETF and Sanctuary Task Force (STF) in the work so a process is needed to gather input from both. She ended her statements letting the ETF know that there would also be an Ethnic Studies and Social Studies Adoption process coming soon.

**District Update:**

Superintendent Rosas spoke about the District's response to the pandemic explaining that staff have moved from an emergency situation into a more planned approach with Distance Learning. The District will look to bring small groups of students back next and then move into the Hybrid Model before a complete return to school. She explained that District staff had worked for many months on a new Discipline Matrix to provide consistency across the schools and that this could be improved through the upcoming process related to the SRO work. She also explained that there was upcoming curriculum work in the way of the Social Studies/Ethnic Studies adoption and the New School in North Central San Mateo.

Asst. Supt. David Chambliss explained the areas of focus in the Learning Continuity and Attendance Plan and the process of engagement to complete that process.

**Building Safe Space:**

Nicole did an SEL check in and reviewed the 4 agreements. She challenged the ETF to continue to work on their own personal equity work as it is an inside out approach. She suggested journaling and warned that personal perspectives can get in the way of the work.

**Re-centering the Work and Content/Capacity Building:**

The team was asked about the purpose of the ETF. Kristen felt that it was to influence a system for the children both academically and social-emotionally and to advocate for all children. Laura felt that it was to ensure that all students get what they need to meet their full potential. Colleen added that there had been a Philanthropy Committee at one time but they had not been able to make change and this is the opportunity to make an impact; that public education should be a step to fulfilling your potential. Patrick stated that he sees the inequities in the system and, as he is getting to the end of his career, he would like to take this opportunity to make change.

The ETF reviewed the Board Resolution and their roles. The ETF also reviewed the action steps in the Resolution and the Equity Definition. Nicole stated that the ETF would continue to come back to the charge from the Board over the year ahead.

In a quick thumbs up / thumbs down exercise, Nicole asked if the team would like to continue to make recommendations to the Board regarding the definition of equity, identifying equity gaps and challenges and measuring and monitoring student progress. The ETF gave a thumbs up to all items.

Nicole then asked who does this work? Susan felt that it was helpful to share the workload. Rosie thought that they should continue to allow the team to parcel out the work and move some pieces more quickly as the whole team will not be able to move as quickly. Paco agreed with working in smaller pieces and prioritizing the work that is more urgent and identifying areas where we can make progress. Kristen explained that the topic for her subcommittee was very broad and harder to focus. She suggested using guiding questions so that the work is efficient and anchored to an outcome and to utilize backward mapping strategies. Colleen stated that 2 of the 3 subcommittees were easier to move forward and gain a sense of accomplishment and agreed that the academic subcommittee topic was too broad. Kristen reminded the ETF that the role is to make a good recommendation to the Board, not to create the plan for the District to execute. Tenea agreed with Kristen's statement. Nicole agreed and stated that creating and executing a plan is the role of the staff liaisons.

The ETF reviewed the roles of the staff liaisons and Board liaisons and both the importance of the information that the staff and Trustees bring to the ETF and alignment with staff work. There was a recognition of staff time needed to bring data and preliminary analysis to the ETF.

The ETF discussed membership vacancies. Kristen, Laura and Lenny are ending their terms. There also need to be new student voices. Colleen and Patrick shared the work that they had done on membership. Geneva stated that she felt that there needed to be more than 2 students and suggested that the ETF have 3 to 4 students. There was a discussion regarding the composition of the team. Sue felt it was important to target and recruit from areas where needs are not being met and to do outreach to be more inclusive of groups that haven't been reached such as families of sped students, students of color and EL students. She wanted the team to be intentional about the outreach. Nicole summarized that

the number of members seemed to be right with the exception of adding 3 students instead of 2. Staff can use the previous application process and reach out to additional voices.

The ETF also reviewed how best to communicate the work that is being accomplished, providing Board updates and confirmed their meeting dates.

**Collaboration/Equity/Action Planning:**

There will be a need for a subcommittee for the SRO / Discipline work. There may also be a desire to revisit two original topics that had been dropped: early learning, financing.

Nicole explained that each meeting would contribute to a process by which the ETF would build the Equity Action Plan for the District.

**Next Steps:**

The ETF Leadership Team will meet to set the next agenda.

**Adjournment at 9:11.** Motion by Denise. Second by Patrick. All in favor.