

**Equity Task Force  
Minutes from June 23, 2020**

**The ETF began by listening to a tune by Bob Marley. 😊**

**The team then reviewed the norms:**

- Stay Engaged
- Experience Discomfort
- Speak your Truth
- Expect and Accept Nonclosure

**Called to Order: 6:06**

**In Attendance:**

Nicole, Sue, Kristen, Laura, Colleen, Patrick, Aleyda, Wini, Tenea, Diana, Sue W., Alicia, Denise, Geneva, Paco, Noelia, Shara, Joan

Three visitors also attended: Alice Vichaita, Jim and Alex Mabanta

**Approval of the Agenda:** Motion by Patrick. Second by Sue. All approved.

**Approval of the Minutes:**

With the correction of the name of Vita Blake, Laura moved to approve the minutes. Second by Karla. All approved.

**Public Comment:** None

**Update on Fall Reopening**

Superintendent Joan Rosas provided an update on the fall reopening. She stated that the County Board of Supervisors sought a variance that was granted and now schools in our County follow the guidelines from the California Department of Public Health and the California Department of Education. She explained that staff had presented models for the reopening to school in the fall to the Board last Thursday. There is a Distance Learning model as some students will be unable to return to school. There is also a Hybrid model. Three hybrid options were shared – A/B, A for a week/B for a week, and AA/BB within a week. A one school District, Bayshore, will utilize the A/B model. Menlo is going with the week on and week off. Redwood City and SMFCSD are recommending the AA/BB for the reason that there are more frequent interactions with students and there are opportunities to provide additional lessons for students who are struggling. There is a clear equity focus. Input has been gathered from staff and parents through Coffee Chats, email, Board meetings, DELAC, LMI, ETF and engagements with Union leadership. Joan explained that she has been in contact with our Community Partners who are waiting to learn what the plan for the reopening will be as they wish to support our students. Once a plan is established, staff would like to hold focus groups with staff and parents to further develop the plan. Joan did remind the team that changes could come at any time.

**Board Member Update**

Noelia stated that the biggest theme has been the fall reopening. Many perspectives have been expressed. She feels that there may be even more participants at the next Board meeting. She explained that they also had an Ethnic Studies Resolution on the agenda. The initial draft became controversial. It is under the purview of the California Department of Education and they are looking at

a second draft. However, there is a movement to support the initial draft. In the initial draft, Jewish peoples were not included so several spoke against the resolution during the Board meeting. There were also community members and families that spoke in support. The Board will look into this further in July. They will also look at the SRO contract. Noelia stated that the SRO contract has been a topic of concern for her. She shared that there would be a Board meeting on Thursday where they would look at a Resolution for BLM. She also shared that the Board will have a Governance Meeting on Saturday where they will discuss governance and equity.

Shara stated that she felt that Noelia had probably covered the main topics at this time.

Nailah asked how the BLM Resolution was drafted. Shara explained that she had drafted a preliminary resolution and that she and Joan finalized it for the Board meeting.

### **Questions for the ETF**

The ETF broke into three subgroups to work on questions related to ETF Governance Practices, Ethnic Studies and Fall Reopening. Each team discussed each topic and added ideas to a google doc.

Karla asked about the use of the recent survey data and whether the ETF would have an opportunity to look at that data. Joan said that this was the intent.

### **Break**

The team took a short break.

### **Summary of Discussion**

The ETF returned to discuss what they had shared during the break out groups:

- Ethnic Studies.
- Reopening for Title I schools – transportation, technology and increased costs to educate the students. They also discussed the scheduling piece – half day is really more than a half day and how will staff determine the students who do need to stay after lunch. In addition, if a school has more need, then they will need additional support. They also discussed the fact that there is no perfect solution.
- Governance – Geneva shared that they had talked deeply about this topic. They felt that there should be additional voices from the Pacific Islander population and Special Education population. They also felt that there needed to be a student from each middle school. If students do not apply then the Principal could suggest a student. Also, she shared an idea of holding focus groups at a school and then having a representative share the information with the ETF. Patrick pointed out that we do need to break the group into an every other year turn over so that everyone doesn't leave in one year so team members should hold 2 year terms. Colleen and Patrick would like to be part of the work on governance and put it into a document.

### **Recap of ETF Work and Sub-Committee Work**

Nicole recapped the ETF work over the year and broke the team into the three established sub committees to set five-year goals and delineate action steps. Each team then shared a key item from their work.

- **LGBTQ**  
They asked that the Equity Definition be more explicit about implicit bias and institutional racism. They suggested that pieces of Shara's speech might be applicable. For their LGBTQ

work, the team wanted to have key indicators of mental health. They want to eliminate stigma through education and celebrate the contributions of LGBTQ individuals. They felt that the District could use data from CHKS and engage families and clubs to share information. Shara shared that there is a County group that started this work before COVID and she would connect our team to that work.

- **Academic Programming** also talked about the Equity Definition and asked that gifts/ talents be changed to strengths. They returned to work that they did before COVID and stated that they want to establish an MTSS system districtwide, which would encompass assessment and progress monitoring. The team is going to meet again to bring together ideas for the Board. They felt that they were very close to being ready to share ideas with the Board.
- **Staffing** wants to create an inclusive work environment and to hire staff who represent our students. They want to collect and analyze data, identify gaps and prioritize actions. They feel that the next step is to survey staff to see what they feel is working and not working.

### **Wrapping Up**

Joan shared her appreciation for the work that the ETF has accomplished stating that there are actions that can be implemented. Shara echoed that and recognized the challenges that the team overcame over the year. She felt that the actions needed to be shared with the entire Board. She also thanked everyone. Noelia also thanked the team for their work and felt that the recommendations set a good foundation. She also felt that the space and community developed through the ETF working together was powerful.

### **Volunteers to Present to the Board**

- Staffing – Karla
- LGBTQ – Geneva/Nailah
- Academic Programs – Diana offered to present and the team will finalize that decision at their next meeting.

**Adjourned at 9:08** Motion by Sue. Second by Colleen. All approved.