

**Equity Task Force
Minutes from June 9, 2020**

Call to Order: 7:00

Self Care

Nicole began with a video featuring Marvin Gaye and checked with the team to see how everyone was doing. She reviewed the 4 agreements of Courageous Conversations:

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

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

Public Comment: None

Update on District Response to COVID 19

Joan shared the 4 Pillars for fall reopening. David shared information on a timeline and program for the fall: Distance Learning for students who cannot return and Hybrid model where students can return to school part time and continue with Distance Learning part time. The team asked questions about Annex childcare, Transportation, Opening of the North Central school and Staffing.

Board Member Update

Shara read the speech that she presented at the San Mateo protest/march and explained what had happened at the end of the march.

Nailah shared an experience that she had at school where she saw screen shots about someone saying the “n” word. Also, she described a student making a slave whip in minecraft.

There was a discussion about the use of SRO’s in our schools and whether it is a program that we would choose to continue.

Aleyda shared that the teacher collective bargaining agreement gives teachers the right to require the administrator to call the police and she was grieved when she refused to call the police on a student.

Public Comment:

Vita Blake wanted to share that at the end of first grade a professional told her that Nailah was becoming a behavior problem and that Nailah reminded her of her son who was in an SDC class. She would like to see the District be more intentional in staffing. She felt that our staff need to represent the student population and have that perspective.

Equity in Education

Nicole restated that the educational system was designed to be inequitable and had the EFT watch a video about unequal opportunities. She then put the team into Community Healing Spaces to: Confirm, Ask, and Provoke one another’s thinking. After the teams met Nicole had the members share what come out of their small group meetings.

Nailah stated that she hoped that we could support a more diverse education such as having books that represent people of color, show clips and bring up relevant topics.

Patrick stated that the system is doing what it is designed to do so it is time to have that conversation. We need to acknowledge that the system doesn't work. We need to redistribute resources and the ETF needs to be the voice of systemic change.

Kristen feels that we have been moving slowly and now we need to push harder.

Laura said that we have segregated schools and would like to talk about how we got there.

Diana said that her subcommittee was close to some actions that the Board could consider and could advance the work. She would like to look at equalizing PTA funding in this District. She wondered how we could flip the frame during this pandemic because it is an opportunity.

Tenea stated that we aren't collecting these ideas and that we need to collect them through some kind of mechanism and share them with the Board. She felt that the time was right because people are listening.

Sue Weiser stated that it was an opportunity and that we shouldn't be afraid to say that the system isn't working. Incremental changes equate to incremental gains.

Adjourned at 9:12. Motion by Kristen. Second by Karla.

Next Meeting –June 23, 2020 at 7:00