

**Equity Task Force Minutes
February 18, 2020**

Call to Order 7:05

Role Call

Aleyda Barrera-Cruz, Colleen Sullivan, David Chambliss, Paco Guzman, Kristen Sevilla, Nailah Blake, Noelia Corzo, Shara Watkins, Susan Wright, Tenea Nelson

Also in attendance

Nicole Anderson, Facilitator
Sue Weiser, Staffing Sub Committee Liaison
Joan Rosas, Superintendent

Approval of the Agenda

Motion by Colleen and second by Paco to approve the agenda. All members approved.

Approval of the Minutes from January 21, 2020

Motion by Paco and second by ? to approve the agenda. All members approved.

Public Statements

There were no statements.

Future Meeting Dates

March 17
April 28
May 26
June 9

District Update

David Chambliss set up and shared a google folder for the ETF.

Key Deadlines

Shara shared that one key deadline was to present the Board update. Noelia stated that it was also important to determine some deadlines for the ETF and backwards map from there. Colleen asked more about the Study Sessions and it was determined that the ETF could look for the Agenda Builder on line. Nicole wondered how often the ETF should present information to the Board. The resolution called for a quarterly update. Shara did ask to align the work of the ETF with the overall work of the Board. David wondered if the Leadership Team could set up some deadlines for deliverables before the end of the year.

Board Update

Noelia and Shara then presented updates from the last Board meeting. They described the special education audit and that the auditors made many programmatic recommendations and did a fiscal review. This audit showed that there is a lot of work to do. There was also an update on the After School Athletic Program. Colleen stated that she was unaware of the Sports presentation and was concerned that she had been unable to attend.

Paco restated that the ETF will present an update at the next meeting. He also asked if the Board Liaisons would present at each ETF meeting.

Shara agreed that there needed to be a regular process for updating the ETF. She asked that the summary that Joan writes for the staff following Board meetings also be sent to the ETF with a link to the updated Agenda Builder along with any relevant power points.

Nicole asked if we have a sub committee who handles the communication for the ETF. There is no ETF sub committee on communication, however, Shara stated that there is a Communications Committee and there could be interplay with the two.

Nicole Anderson suggested that the update from the Board is going to be important. She also felt that it was important to set up an agenda with repeating agenda items. For example, it can be overwhelming to do the sub committee work outside of the meeting time so having the time slot for sub committee work during the regular ETF meeting time was one way to deal with that.

Norms/4 Agreements

Nicole then reviewed the norms and 4 agreements. The team stated that they had not returned to their norms in awhile, however, David did describe where they could be found on the drive. Nicole then read them aloud and asked if there were any adjustments or any that needed to be focused on today. The team discussed using a consensus approach to decision making. The team determined that these norms and 4 agreements are the ones that the ETF would like to continue to use. Nicole reminded the ETF that they will need to continue to stay engaged and will experience discomfort but they need to stay true to the work in order to move forward.

ETF Roles

Nicole asked the ETF members to share what the role of the ETF is. Kristen stated that they were looking at the areas of inequities in the District and the systems that create unequal access. Paco stated that they were to measure and track how students were doing and make recommendations to the Board. Kristen also asked for clarity about what can really be done as a sub committee as there is a feeling of being overwhelmed. Sue also felt that it could be anxiety producing to identify an area but not necessarily know how to fix it. Colleen also felt that they represent different roles on the ETF and as she is the community liaison she doesn't feel that she could answer for the entire community and that we may need further information from the greater community. She explained that she has been approached as to why she was seated on the ETF when she is the President of the Ed Foundation. She is also concerned about the fact that one of the sub committees is very laser focused but another has such a large task ahead and wondered how the ETF could set parameters. David stated that Alicia and he were talking about how to address/implement the ideas that were coming out of the ETF. David explained that the top row of the Six Conditions of Systems Change talks about looking at policies, practices and resources and that those could be the areas that the ETF addresses. He suggested that an example could be focusing on compacted math and looking at the policies, practices and resources related to the math pathways. Kristen also felt that the sub committee on academic programs is really the work of the whole committee not a sub committee. She also felt that as they look at the inequities it appears to be systemic and wondered how the ETF could change that trajectory. It seemed to her that it needs to be a Board and staff decision process. Paco stated that the ETF could measure it, track it and then present the issue to the Board.

Nicole suggested that the team consider the Ladder of Influence. The role of the ETF is not necessarily to propose the response but to identify the inequity clearly and not take action until the team is really clear about the issue. The ETF won't have all of the answers. She then asked the three sub committees to work through Questions 1 and 2 related to the Water of Systems Change Action Planning Guide.

Sub Committee Work Time

The ETF broke into the 3 sub committees to continue their work on Questions 1 and 2 from the Water of Systems Change Action Planning Guide.

Sub Committee Share Out

LGBTQ+

They made an assumption that depression and anxiety is higher with LGBTQ students through their outside reading but they would like to have data from the District so that they can measure impact. They also talked about other factors that might affect the LGBTQ students but still needed the data for the District. However, again, they did have info from resources Nicole suggested that they look at academic data related to these students and use the CHKS data.

Staffing

Had met and reviewed data and saw clear gaps between the demographics of the students and staff. They then set some goals. Tonight the sub committee brainstormed some recommendations and are ready to do a presentation to the Board related to increasing the diversity of the work force. Nicole asked them to include goals related to ethnicity, language with % of increases by set dates.

Paco asked if there were any research that supported the assumption that a match between student and staff demographics does make a difference in student achievement.

Academic Programs

Focused on middle school math and the fact that there is disproportionality of representation in math foundations and compacted math related to Hispanic students. They would like to look at EL and SED numbers and also what is happening at the feeder schools. They would like to look at a 5 year plan where there is no disproportionality seen in the math courses and to reduce the number of math foundation courses needed. Nicole asked them to tighten up the goals with numeric designators to be able to measure impact.

Next Steps

During the next meeting the data requests need to be addressed and Nicole is willing to work with staff to provide that data.

The ETF discussed the power point that Patrick started and determined who would present and write the bullet points for each sub committee. Nicole also stated that she would be willing to help.

Meeting was adjourned at 9:03. Kristen made the motion and the second was made by Paco.