

Equity Task Force Minutes
January 21, 2020

Call to Order 7:08

Role Call

Aleyda Barrera Cruz, Carolyn Mish, Colleen Sullivan, David Chambliss, Denise Fornier, Diana Harlick, Francisco (Paco) Guzman, Geneva Williams, Karla Rodriguez, Kristen Sevillia, Laura Evans, Lenny Souza, Nailah Blake, Noelia Corzo, Patrick Hurley, Shara Watkins, Susan Wright, Tenea Nelson

Approval of the Agenda

Motion by Lenny second by Kristen to approve the agenda. All members approved.

Approval of Minutes from December 17, 2019

Motion by Colleen, second by Sue to approve the minutes. All members approved.
Tenea asked that the slide decks be attached to the minutes.

Public Statements

There were no statements.

The newest member of the ETF introduced herself – Denise Fornier who works at Baywood. This will be Lenny’s last meeting.

Future Meeting Dates will be:

Feb 18
March 17
April 28
May 26
June 9

Seminar with Nicole Anderson

Nicole Anderson’s presentation was entitled “Measuring the Impact of Our Equity Agenda.”

Nicole introduced herself and shared the following quote stating that we should not begin to do the work until we have considered our own mindset. “We cannot close the educational gaps that we see in our schools if we don’t close the one in our minds first.” Nicole Anderson

Outcomes were shared:

- Making connections to concepts and the definition of equity with our work in the district
- Strategic collaboration, planning and application of systemic change to close equity gaps
- Building capacity of the team to lead district work with an equity lens
- Make recommendations to the board to drive and measure the district’s equity work

Four Agreements were shared:

- Stay Engaged
- Experience Discomfort
- Speak Your Truth

- Expect / Accept Non-Closure (from Glenn Singleton's work)

The team discussed the agreements and talked specifically about when it is appropriate to speak your truth.

The team engaged in a reflective question with an elbow partner and the team shared out some ideas.

They then moved to Identifying Equity Gaps and discussed equity gaps in the district and why they exist.

Nicole reviewed the history of public education in order to examine the system that was set up and why the gaps exist. She then moved to an article "Water of Systems Change" and discussed the fact that some inequities have been held in place over time through policies, practices and resources.

Nicole reviewed the District's Equity Definition and asked the Task Force to think about how the work of the sub committees will actualize the definition. She then asked each sub committee to work through an Action Learning Exercise using the "Waters of Systems Change." The Task Force broke into sub committee work: Staffing, LGBTQ+ and Academic Programs.

The Task Force reconvened as a whole and each sub committee shared their aspirations, policies/practices involved and data gathered.

Academic Programs:

They are concerned with the disproportionality of enrollment in certain programs such as GATE and Compacted Math. Their aspiration is that they close the gap by 20% and that 60-80% of third graders are reading proficiently by the 3rd grade. The policies/practices that they plan to examine are the entrance criteria for GATE, Math and Magnet Programs. The data that they have examined are the % of student groups in GATE and Math.

LGBTQ+:

They are concerned with inclusion and ending the pain. Their aspiration is that in 5 years there is more inclusion and the data shows improvement in students feeling safe. They would like to look at data from CHKS and EVS and ask if they could include some additional questions on the upcoming EVS survey.

Staffing:

Their aspiration is to diversity the staff to represent the student body. They would look at data on student and teacher demographics, ethnicity and years of experience. They are looking at what conditions keep our staff in our district, where we recruit and the interviewing process. They would like to look into professional development on cultural humility. They would also like to develop an employee pipeline.

Board Report

The Trustees shared that they are engaging in a series of important Study Sessions on the magnet programs and policies, SED status at our schools and the District transportation program. They pointed out that videos of the Board Meetings are posted on our websites.

Meeting was adjourned at 9:08.

