

LAPS Equity Council
April 24, 2023

Agenda:

- Welcome
- Introductions
- Community Agreements
- Defining Equity
- Next Steps

In Attendance:

Kristine Coblentz
Sal Zapien
Carter Payne
Lauren Coupland
Kari Sentz
Brent Collom
Carissa Brealey
Melanie Colgan
Celina Morgan
Davonna McQuarters
Melissa Goldman
Agoyo Talachy-Duran
Gyasi AttaFynn
Chad Kuzmack
Jeannie Keller
Chloe Li
Julie Dare

[See meeting slide deck for more information](#)

Welcome and Orientation to the Work - The NMPED established the Equity Council requirement for all districts and charter schools in the state to ensure that the important work of the Martinez and Yazzie Lawsuit could be carried out by the experts at the local level. Equity councils are tasked with helping to ensure equitable spending and allocation of resources. The role of the Equity Council is to identify equity issues - using data, student and family voice, staff and student experiences and knowledge to identify the challenges and barriers to equity - and make recommendations to ensure that all students receive the resources and supports they need when they need them in the manner they need for the supports to be delivered. We aspire to build and expand on this initial charge to meet the needs of LAPS students.

Introductions - Members introduced themselves to the group and shared some preliminary information about their experience, interest in and commitment to the work.

Community Agreements Discussion -

Relational Community agreements:

- Be an active listener - be present in the conversation.
- Be open to other ideas and points of view - acknowledge and honor multiple realities.
- Be an active participant in discussions - bring your expertise and point of view to the conversation and contribute.
- Be curious - don't make assumptions.
- Be willing to admit you don't know everything - not everyone knows everything but together we know a lot.
- Be confidential - what is shared in the group remains in the group.
- Be willing to be uncomfortable - if something makes you uncomfortable, ask yourself "Why am I feeling this way?"
- Be patient with the process - lasting solutions may take more thought and time than we'd like.

Operational Community Agreements

- We start and end on time.
- ~~Limit device usage.~~ We use our devices during meetings with intentionality.
- For those that Zoom in, limit distractions around you.
- Information about our work will be available to the public.
- Meeting notes are shared out after every meeting so that members can approve them before the notes are made publicly available.
- Clear, next steps are proposed at the end of every meeting.

Defining Equity Discussion -

This is Equity [Video](#)

If you were making a video for our district, which 3 equity issues would you want to include?

Responses from post-meeting form:

"The distinction between cultural appreciation and cultural appropriation and racism. How much individual success rests on opportunity and not innate abilities and many of those opportunities rest on socio-economic status and luck. Educating on "Dreamers" and what the program's intentions were, how they have not met their goals, and the consequences it has for the individuals affected by this."

"Mental health, student wellness and student voices."

"Accessibility (physical, neurological, economical), celebrating diversity, early intervention/identification"

“Visuals and invisible disability, the nature of language and how those with invisible disabilities are excluded”

“Classism, Racism, Ableism”

“1. Recognition of disability earlier in students career if possible and improved variety of 'exceptions' for those who could benefit from additional disability supports, 2. Improved access to mental health professionals. 3. Emphasis on how cool our racial diversity is in our town/state!”

“Economic, race, disabilities”

“1. The inclusion of all students, 2. Improved support for disabled students, 3. Making things fair for all students”

“Disability, ableism, disrupting the norm, valuing minority culture as much as the dominant”

“LGBTQ+, low socioeconomic status, learning disabilities”

Responses from Mentimeter activity:



Next Steps

Next Meeting - we would like to meet one more time before the end of the school year. Sal and Kristine will send out a survey re: availability.

Plans for Summer/Online options - Sal is looking at setting up access for the group to remain in contact over the summer.

Open Spots on the Equity Council - How can we ensure that we have adequate representation? How can we engage more students? Please talk to people with whom you are connected and who may be interested. We would ask them to go through the application process.