



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

M E M O R A N D U M

June 6, 2017

TO: School Board

FROM: Board Diversity Committee

SUBJECT: Annual Report to the School Board

The members of the Board Diversity Committee (BDC) appreciate this opportunity to provide Board members, the school district, and the Fairbanks community insight into its goals, activities, and accomplishments during the 2016-17 school year. The committee respectfully submits this annual report per the guidelines of Administrative Regulation 236.

I. New/Departing BDC Members

The Committee welcomed several new members this year:

1. Heidi Haas (School Board, Ex-Officio); replacing Sean Rice, President
2. Jessica Black (Board Member Seat C); replacing Dorothy Jones
3. Ashley Strauch (Board Member Seat A); replacing Michael Campbell
4. Tresha Nash (Board Member Seat D); new member
5. Anna Freeman (Regional Student Council); replacing Denzel Harris
6. Carrie Bragonier (Member-at-large); new member

II. 2016-2017 BDC Goals

The BDC developed six (6) goals for the 2016-17 school year:

1. Review, revitalize and/or revise in conjunction with the District HR Office the DAP in order to be available as a resource wherever the BDC can be of help in the hiring, recruiting and retention process for diverse staff.
2. Identify a better approach to gather information for and to conduct future climate surveys.
3. Collaborate with other groups within the community in order to actively tell their diverse stories.
4. Identify resources available for each School Board Resolution.
5. Collaborate with cultural liaisons throughout the district in order to determine where the BDC can be of help.
6. Continue reaching out to the community in order to ensure that the BDC and its function/mission is known and properly utilized throughout the district.

III. BDC Activities/Guest Speakers

The BDC had several guests attend meetings during the 2016-17 school year:

1. Tanya Mosher – Ben Eielson Cultural Liaison
Ms. Mosher spoke to the Committee about her role as a Cultural Liaison, and the committee members present offered ideas as to how to get more involved with the students and other school liaisons.
2. Char Powers – Lathrop Cultural Liaison
Ms. Powers identified issues concerning her role as cultural liaison at Lathrop High School.
3. Virva Elliot – ELL Director
Ms. Elliot spoke to the committee about the updated enrollment form. The form has been translated into 6 different languages.
4. Georgia Sandgren – FNSBSD Military Liaison
Ms. Sandgren discussed the student climate survey for this year. She will also try her best to get a copy of the results to the committee upon completion and review.
5. Wendy Tisland – FNSBSD Executive Director of Human Resources
Ms. Tisland presented the updated Cultural Liaison Job description, which was reviewed by the committee.

IV. BDC Accomplishments

The BDC accomplished the following in the 2016-2017 school term:

1. The BDC collaborated with Military Liaison, Georgia Sandgren, to provide advice on how to better incorporate and distribute parent and student climate surveys.
2. The BDC established a plan for a future community project with the support of the Fairbanks Diversity Committee. "Faces of Fairbanks" will be a collaborative effort between the BDC as well as other established community organizations – the planning and brainstorming process was accomplished this school year, and the plan will begin to be put to action during the 2017-18 school year.
3. The BDC collaborated with several Cultural Liaisons within the school district and brought to the attention of the HR department and the School Board the lack of consistency in job descriptions versus onsite job requirements. There was much communication with both the HR Department and the School Board, and the result brought about an updated job description for Cultural Liaisons, as well as the understanding for a need for these positions in several schools that currently lack Cultural Liaisons.
4. The BDC updated their logo and design and also discussed incorporating BDC Liaisons into the schools across the district in order to establish a presence in the schools. This goal will be pushed to the 2017-18 school year.