

**Fairbanks North Star Borough Board of Education
Diversity Committee Meeting In-Person and By Video Conference**

**Wednesday, September 6, 2023
5:30 – 7:00 p.m.**

Hosted from the Board Room and via ZOOM
School District Administrative Center
520 Fifth Avenue

For Devices: Public Zoom Webinar [Link:](#)

Or by phone, please dial:

888 788 0099 (Toll Free)

877 853 5247 (Toll Free)

Webinar ID: 833 6351 6725

AGENDA

*For callers - *6 mutes and unmutes; *9 raises a caller's hand.*

A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement:
The Diversity Committee would like to take this moment to respectfully acknowledge we are residing on the traditional land of the Dena people.
3. District Mission Statement:
Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.
4. Diversity Committee Vision Statement:
Students, parents/guardians, staff, and community stakeholders at the Fairbanks North Star Borough School District envision learning without boundaries, recognizing, respecting and celebrating differences. Whether our differences are skin color, language, culture, ethnicity, religion, family structure, skill level, challenges or development, sexual orientation, gender identity, age, or socio-economic status or condition, we will ensure all students have the opportunity to realize their lifelong learning potential.
5. Roll Call / Introductions
6. Approval of Agenda
7. Approval of May 3, 2023 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. None

D. OLD BUSINESS

1. Disability Resolution – Caroline Brown
2. Resolution Against Bullying – Margaret Matheson
3. Status / Review of Mandatory Diversity, Equity, and Inclusion (DEI) Training Letter (9/17/2020) – Flora Roddy

E. NEW BUSINESS

1. Board Diversity Committee Goals for 2023-2024
2. Diversity Committee Schedule

F. INFORMATION

1. [Link to resolutions on District website](#)
2. Dene Atlas Resource
 - i. <https://sites.google.com/a/alaska.edu/denemapped/home?authuser=0>

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

May 3, 2023

A. PRELIMINARIES

1. Call to Order

Margaret Matheson called the meeting to order at 5:35 pm from the FNSBSD Administrative Center at 520 Fifth Avenue. Quorum was not established until 5:38 pm.

2. Land Acknowledgement

3. District Mission Statement

4. Diversity Committee Vision Statement

5. Roll Call / Introductions – Committee has a quorum @ 5:38pm.

Members present:

Margaret Matheson
Sandra Clark
Donna Fitzpatrick
Viletta Knight
Mae Marsh
Flora Roddy

Administrative support present:

Erin Poland

Other:

Diana Dillard
Christine Schut
Erin Janoso

Members Not in Attendance:

April Scott - Excused
Caroline Brown- Excused
Tifani Hollcraft- Expected
Sarah Dimmick- Expected

6. Approval of Agenda

Motion to adopt agenda moved by Flora Roddy. Mae Marsh seconded the motion, and it carried unanimously.

7. Approval of the Minutes

Members reviewed the April 5, 2023 minutes. Flora Roddy made a motion to approve the minutes. Donna Fitzpatrick seconded the motion, and it carried unanimously.

B. PUBLIC COMMENT

1. None

C. REPORTS

1. Bright Futures Fairbanks (BFF) – Diana Dillard informational item at 5:37 pm - no quorum at this time.
 - What needs are for our students. Fundraising aspect to fund request.
 - Cap and Gown needs for seniors
 - Food program over the summer
 - Financial support thru bright futures
 - a few openings on the board
 - Monthly Meetings - next is May 17th at 2:30 pm
2. FNSBSD – The Center – Christine Schut [9:15]
 - MV and Foster Care - OCS custody or have housing insecurity (homeless youth and families).
 - Most needs are met thru the Center
 - Classroom and family engagement room along with offices
 - Goal: Family engagement - bring families together.
 - On May 2nd, they held a skateboard building class with seven (7) students consisting of: home-school, foster care, tribal foster and McKinney Vento. REALLY happy kids! They built it themselves - sense of pride.
 - Garden club which produces about 6-8 quarts of fresh greens and herbs per week. Supplementing food for families. Kids come in and manage these herbs together. Learning from one another and growing to care for each other.

CI. OLD BUSINESS

1. Disability Resolution – Caroline Brown: family emergency- not present
2. District Form Review – Erin Janoso [19:07]
 - Call attention to district forms and their use of asking users to provide gender and race for example.
 - Ms. Janoso shared her sadness that the last Diversity Meeting was her last as a committee member. She expressed hope that the committee would continue this important work on updating district forms.
 - UAF started by changing one specific form and removed the often asked race and gender questions - much more thoughtful forms.
 - Discussion ensued with committee members.
3. Resolution Against Bullying – Margaret Matheson / Tifani Hollcraft [39:55]

Miss Hollcraft was not present for the meeting. Mrs. Matheson said Miss Hollcraft is graduating in two (2) weeks. The board will be reviewing the resolution over the summer.

CII. NEW BUSINESS

1. Racial Diversity Among School Staff / Teachers – Viletta Knight [41:08]
 - On Nov 1, 2022 testified to the board and emailed the board (attached to agenda) Question is: Is there any forward motion on trying to hire more African American teachers in the district? Mrs. Matheson shared that Ms. McDaniel-Ilgenfritz wasn't present and therefore couldn't speak to her question. She did state that the matter is very important to President Sanderson. Mrs. Matheson said she would reach out to Ms. McDaniel-Ilgenfritz.
 - Ms. Knight said she knows they cannot get hired if not applying and offered alternative solutions to build representation.
 - If not teachers, then why aren't other positions being filled by African American applicants? Outreach needs to be better.
 - Collaborate with Ft. Wainwright.
 - Discussion ensued with the committee members.

B. INFORMATION

1. [Link to resolutions on District website](#)
2. Dene Atlas – Google Sites
 - i. A collaborative, multidisciplinary approach to collecting, preserving, and displaying traditional Alaska Dene place names.
 - ii. <https://sites.google.com/a/alaska.edu/denemapped/home>

C. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. Flora Roddy: Information on Relay for Life- on the committee. Theme - Every Step Brings Hope. Sat. June 3 from 11:00 am - 8:00 pm - District Do-Gooders. (Flora's team)
2. Mae Marsh: Become a member of FAIR (Foundation Against Intolerance and Racism). More information at: fairforall.org
3. Viletta Knight: Teacher appreciation week - shout out to all the teachers. NAACP sponsoring Juneteenth on June 17th.
4. Erin Janoso: Sorry it's my last meeting...appreciated her time in the group. Happy to see the community reports. Important way to keep the pulse on different people's feelings.
5. Maggie Matheson: Shout out to Heather Christian - Big Shout Out!!! Reports were all from Heather.
6. Donna Fitzpatrick: Accessing military spouses for the positions. Barrier is child care on post. Can we, the school district, offer assistance when hiring military spouses?
7. Sandy Clark: Enjoyed the reports on this agenda. How many people use the Center services? Flora: 644 students involved in summer programs this year with Bright Future Families.
8. Maggie Matheson: District is gearing up for graduation. President Sanderson has about 50 students who have minimal support and are indeed graduating. The district has seen success with our graduation rates. CEC program has quite a few graduates this year. If you can make it to the graduation, it's on May 11th at 7 pm.

D. ADJOURNMENT

Margaret Matheson adjourned the meeting at 6:41 pm. Motion to adjourn the meeting was made by Flora Roddy and seconded by Viletta Knight. Motion carried unanimously.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

DATE: SEPTEMBER 17, 2020

TO: MEMBERS OF THE FNSB SCHOOL BOARD

FROM: BOARD DIVERSITY COMMITTEE

SUBJECT: MANDATORY DIVERSITY, EQUITY, AND INCLUSION (DEI) TRAINING

In reference to Mr. Gaskins' Diversity, Equity, and Inclusion (DEI) Report, the School Board Diversity Committee would like to support and emphasize the need for mandatory DEI training for all levels of FNSB School District employees.

We recognize that mandatory DEI training may be seen as difficult or cumbersome. However, all staff, board, administration, and committee members in the FNSBSD have made the commitment, per the district's mission statement, to "provide an excellent, equitable education in a safe, supportive environment..." Therefore, DEI training needs to be mandatory. We anticipate that skills acquired through this year's districtwide Social and Emotional Learning initiative should ease participants into experiencing the challenging feelings that arise during DEI training. Facilitators will need to approach training in a trauma informed way to meet participants at their current understanding of DEI. A good DEI facilitator understands that mandatory training may result in some moral licensing backlash from participants. It is important that members of our diverse communities are participating and leading the discussion on topics of their own experiences and can prepare their communities for any unintentional retaliation.

We acknowledge the work that many Administration and School Board members have done, and continue to do in addressing the discrimination that many students, families, and staff experience. We are elated to see listening sessions and coalition building as part of the proposed solution towards a more equitable, accessible, and inclusive district. Addressing and eliminating discrimination, micro-aggressions, and implicit biases in educational and professional spaces will require consistent, extensive, trauma-informed, and holistic educational approaches. Additionally, we must continue to reevaluate the District's current training, hiring procedures, curriculums, resources, regulations, and policies with a better understanding of the implicit biases and inequities that still exist in our structures. After these processes, we must enact the necessary changes to work towards a more equitable school district. This must be a collective effort to ensure that all students, families and staff have the necessary knowledge, skills, and resources in order to address inequities. Mandatory DEI training, listening sessions, and coalition building are the first of many steps.

The FNSB and Interior communities have an abundance of expertise and resources in DEI leadership training and facilitation. The district has access to several organizations who have experience and expertise facilitating appropriate DEI training including Implicit Bias, Micro/Macroaggression, and Cultural Competency training. We strongly encourage the district to invest in and consult with local and state community organizations and leaders who are already engaged and providing DEI training and resources. Not only will this build relationships within the community, but trainings will be tailored to our community and are culturally relevant and responsive to our unique needs.

The Diversity Committee is excited about the work the district will do in regards to these recommendations. We would like the opportunity to be a part of the review process to provide feedback and oversight as this process moves forward.

Fairbanks is an extremely diverse city with an active community ready to share their unique perspectives and strengths. Appropriate DEI training is a long term commitment, and we are here as a resource to help the FNSBSD meet its goals. This committee acknowledges this work is not easy and also that it is necessary if the district is to achieve its mission statement. Thank you for your continued commitment to strengthen local Diversity, Equity, and Inclusion efforts.

Sincerely submitted by the FNSBSD Board Diversity Committee.

Board Diversity Committee

Diversity/Inclusion: Create a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness and civic responsibility.



2023-2024 Meeting Schedule

All Regular Meetings begin at 5:30 p.m. and are held in the Administrative Center Boardroom:
520 Fifth Avenue, Fairbanks, AK 99701

Agendas & Meeting Notes are posted on the Web: <https://www.k12northstar.org/Page/9911>

	Meeting Dates	Agenda Due
<input type="checkbox"/>	September 6, 2023	August 31, 2023
<input type="checkbox"/>	October 4, 2023	September 28, 2023
<input type="checkbox"/>	November 1, 2023	October 26, 2023
<input type="checkbox"/>	December 6, 2023	November 30, 2023
<input type="checkbox"/>	January 10, 2024	January 4, 2024
<input type="checkbox"/>	February 7, 2024	February 1, 2024
<input type="checkbox"/>	March 6, 2024	February 29, 2024
<input type="checkbox"/>	April 3, 2024	March 28, 2024
<input type="checkbox"/>	May 1, 2024	April 25, 2024

Committee Members must submit requested agenda items to the board chair and / or administrative support at least one (1) week prior to the agenda due date to be considered for that month's agenda.

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