

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

February 25, 2020

**A. PRELIMINARIES**

**1. Call to Order**

Kate LaPlaunt called the meeting to order at 5:35 PM in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

**2. Roll Call / Introductions**

Members present:

Heather Johnson

Jennifer Luke

Katie Dabney

Alyssa Quintyne

Othnelia Amegashie

Bea Felter

Elizabeth Holm

Administrative support present:

Kate LaPlaunt

Shayna Lunt

Guest Speaker:

Rodney Gaskins

Members Not in Attendance:

Heather Johnson (Excused)

Denise Newman (Excused)

Rose O'Hara-Jolley (Excused)

Ellen Weiser (Excused)

**B. APPROVAL OF THE AGENDA**

1. A motion was made to approve the Agenda for tonight's meeting. The motion was seconded and passed.

**C. APPROVAL OF THE MINUTES**

1. A motion was made to approve the minutes from January 21, 2020. The motion was seconded and passed.

**D. REPORTS**

**1. Rodney Gaskins: RMG Consulting**

- i. Mr. Gaskins was invited to provide insights about his role as consultant for the FNSBSD and to establish the "community spotlight" for each Diversity Committee meeting.
- ii. He's been doing this work for 14 years as he worked for the Fairbanks Rescue Mission. His focus is to find out what best practices for other school districts are and what other school districts are doing to enhance diversity, equity, and inclusion.
- iii. He's talked to other school districts that have shared that they were successful (schools that were 97% Caucasian). Rodney started looking at school districts that were of diverse populations. He's found some best practices online and with some resources from the districts he contacted.
- iv. Mr. Gaskins is performing a SCORE analysis (Strengths, Challenges, Opportunities, Responses, Effectiveness). He is impressed with where the school

district is in the area of diversity, equity, and inclusion. FNSBSD has more components to address Diversity, poverty, federal programs, within the community and district.

- v. Other districts were gauging outputs vs. outcomes, outputs vs. impact. Couldn't tell the impact their programs were making on the Diversity, equity, and inclusion of their district.
- vi. How can FNSBSD measure the impact of diversity, equity, and inclusion in real-time? The true gauge is the reality of what is happening on the ground.
- vii. Bea Felter asked if the first report would be available to see
  - It is a public document that can be found on BoardDocs with the Agenda that was released at the last Board Meeting.
- viii. Othnelia Amegashie asked what best practices are or examples of:
  - Visionaries, common language, and common vision, so that it's a collaborative voice. A strategic plan with action steps that are detailed of how they are going to get there and how each department is going to reach that goal.
  - Noticed in some districts that they had a combo EEO/TIX/Diversity & Equity person. It's hard to be an advocate employee who is also a compliance officer.
  - Community engagement is important in the success of an organization for best practices.

## **E. OLD BUSINESS**

### **1. ANE Parent Advisory Committee Drafted Resolutions**

- i. The resolutions are with the school board now and are waiting for approval to be presented.

## **F. NEW BUSINESS**

### **1. Discussion on Public Testimony**

- i. In the past, public testimony was allowed for up to 5 minutes at a time. The school board has a limit of 3 minutes. This would give individuals the option of testifying in a smaller setting.
- ii. By having a spotlight for community organizations, we can see community thoughts on the areas of Diversity, equity, and inclusion.
- iii. It is vital to learn about what the community needs.
- iv. The more we give the community the chance to speak and testify, we can hear what we can improve on. Public testimony is vital for learning what the community needs and to help in whatever aspect possible.
- v. 3 minutes was proposed for public testimony. Alyssa and Rose brought up that people's passion that states what the decorum and expectation is for public testimony.
- vi. AQ suggested allowing more time for elders to speak as they need more time to communicate and share.
- vii. Jennifer Luke reminded people that we are being recorded, and we need to be respectful. We need to learn to disagree while not being disrespectful. It's okay to disagree while being respectful of the opinions of others.
- viii. Worries about micromanaging someone's testimony as it could impede an individual's right to free speech.
- ix. AQ-Lets focus the format of what we want to see, "Respectful. Mindful. Etc."
- x. KP-Utilize the google doc for propose formatting of public testimony at diversity Committee meetings. Place on the agenda after the Preliminaries and before the reports.

- 2. Designate time for community speakers to present at each meeting.

- i. What Community Non-Profits would the Diversity Committee like to hear from?
- ii. Could this be in reports? Or in Community spotlight after reports. 10 Minutes would allow enough for groups to share with enough time for questions and communication afterward.
- iii. Would like to see one group per meeting at the beginning to have enough time to understand and disseminate information.
- iv. Suggested groups:
  - Climate Action groups as April 2020 is the 50<sup>th</sup> anniversary of Earth Day.
  - Groups that deal with at-risk and what youth do with the coming of summer.
  - Family-Centered Services of Alaska as a way to promote and learn more about social-emotional learning. What is the school district doing currently and what can be done during the summer months as supports go away as school goes away. (The Door, SOAP, etc).
- v. Rodney Gaskins suggested contacting Leona McDaniels (homeless liaison district employee) as she is the point of contact for the district for students in need.
- vi. We'll reach out to three groups and see who can come on April 23, 2020.

## **G. INFORMATION**

1. I-DIG Team
  - i. Transparency in communication was something that was requested. Ms. LaPlaunt stated that she would attempt to cc the Diversity Committee in communications with Dr. Gaborik.
  - ii. Seeking out opportunities to co-sponsor events
    - Example: FCB Movie Showing "The Hate U Give"
  - iii. I-DIG is a very experimental group, but to see how the Diversity Committee can provide guidance and perspective as things go out into the public and meeting.
2. ANE PAC Resolutions
  - i. Connect with Rose O'Hara-Jolley about the letter of support and going with the ANE PAC in tandem of showing that the Diversity Committee supports the resolution.
3. Follow School Board reports to see if materials need to be added to Diversity Committee Agendas (i.e. Rodney's Gaskins reports to the School Board).

## **H. ADJOURNMENT**

1. Kate LaPlaunt made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 7:00 PM.