

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

January 16, 2020

A. PRELIMINARIES

1. **Call to Order**

Kate LaPlaunt called the meeting to order at 5:31 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

Rose O'Hara-Jolley

Alyssa Quintyne

Ellen Weiser

Othnelia Amegashie

Administrative support present:

Kate LaPlaunt

Shayna Lunt

Members Not in Attendance:

Denise Newman (Excused)

Bea Felter (Excused)

Elizabeth Holm (Excused)

Janet Ferris

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 November 7, 2019. The motion was seconded and passed.

D. REPORTS

1. N/A

E. OLD BUSINESS

1. N/A

F. NEW BUSINESS

1. Review / Familiarize with FNSBSD 2020-2025 Strategic Plan, including Mission & Vision
 - i. Review of the Strategic Plan. Each member was asked to highlight portions of the strategic plan to identify how diversity, equity, and inclusion ties into the strategic plan and how the Diversity Committee can better align with the mission of the District's strategic plan.
 - ii. "All students" explains that it involves everyone. We, as a District, have a right to make sure that right is fulfilled.
 - iii. Core Values: Respect. Innovation.
 - iv. Nowhere is Policy mentioned in the strategic plan.

- v. There is no plan for how to implement diversity and inclusion. Who will be accountable to ensure that diversity and inclusion are being enforced?
 - vi. This is a 5-year, 30,000-foot view of the strategic plan. There is a plan that is much more detailed that defines who is responsible for ensuring that diversity and inclusion are being achieved.
 - vii. The goal tonight is to focus on the Committee's role in the strategic plan to better serve the District.
 - viii. Is there a way to get a better understanding what the goals and who, how, when, where, what, so that the Committee has a better understanding of where we need to go so that we can ensure we are meeting goals.
 - ix. The goal is to make actionable goals that the Diversity Committee can help the District succeed.
 - x. The District uses On Strategy to track the strategic plan.
 - xi. Reminder: we are not in a position to word-smith the document. Feedback is great; however, the goal is to find the committee's role in helping the district achieve this.
 - xii. The focus needs to be on the employees and students.
 - xiii. CTE opportunities for students who may not want to attend a 4-year program. This is a great way to create a culture of inclusion.
2. How the Committee can help the District better serve the students in regard to the Strategic Plan.
- i. What is a formal way for the Diversity committee to receive information from stakeholders and then a formal way of presenting that information to the school board?
 - ii. Making sure that there are transparency and respect within the district's strategic plan. How do we get this information out to our parents and students?
 - iii. Training needs to occur that addresses what the needs of our students are. The committee needs to be a resource for the district to come to.
 - iv. Reasonable class size. For this to be a core value, how do we want to reduce the class size? Is it hire more teachers? Have bigger classrooms?
 - v. Finding people in our community and listen to them.
 - vi. Inviting Rodney Gaskins to share what he's finding in his research of diversity and inclusion within the District (Feb or April)
3. Refine, update, and finalize Diversity Committee Mission and Vision Statement
4. Identify specific Diversity Committee Goals that support the District initiatives around Diversity, Equity, and Inclusion.
- i. Have a channel to the School Board and superintendent through Ad Hoc meetings to make recommendations, support, etc.
 - ii. Be more informed by District Policies, community, students.
 - iii. Get ahead to prevent: training, policies
 - iv. Have more direct access to the School Board.
 - v. How does our committee address hate speech?
 - The Board has to respect individuals' voices. However, when their time is over, what they can do as a school board that they ensure that hate speech doesn't occur?
5. Issues of Diversity Incidence Guidance Team (i-DIG Team?)
- Discussion: How to address "critical issues" as they arise? How can the Diversity Committee be helpful at the moment?*
- i. Diversity Committee should be a resource guide to the school board so that as hot topic issues arise, the committee can submit guidance and support to the school board and the superintendent.
 - ii. Maybe as the Diversity Committee, we can act to prevent such hot topics. What can the committee do to get in front of any issues that may arise?

- iii. Kate could share small details with the committee and get their perspectives in a timely, helpful manner.
 - iv. The point is to identify all the potential perspectives regarding an issue. The point is to not wait two months to share about an issue.
 6. Diversity Committee has identified three strategic goals to support the district's goal of Diversity, Equity, and Inclusion.
 - i. Informed, proactive, and communicative
 - ii. I-DIG committee under proactive
 - iii. Create a working document by the next meeting. To have an opportunity to word-smith.
 - iv. Shayna Ellingrud is going to create a google doc.
 - v. Within the next month, have the group develop the parameters of the i-DIG team as to the scope and purview of the team.
 - Can the team member bring an issue to the i-DIG team? Or will the problems be brought to the team by Kate LaPlaunt?
 - vi. Is there a way to have the Let's Talk! App on the District website is clued into issues of Diversity.

G. INFORMATION

1. Current Positions open on the Diversity Committee
 - i. (3) Parent Representatives
 - ii. (1) Community Member

H. ADJOURNMENT

1. Kate LaPlaunt made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 7:14 PM.