

Fairbanks North Star Borough School District
Diversity Committee

Thursday, November 7, 2019
5:30 – 7:00 p.m.

520 Fifth Avenue
School District Administrative Center
Board Room

A G E N D A

A. PRELIMINARIES

1. Call to Order
2. Roll Call / Introductions of new Diversity Committee Members
 - i. Jennifer Luke-School Board Representative
 - ii. Denise Newman-FEA Representative
 - iii. Bea Felter-ESSA Representative
 - iv. Othnelia Amegashie-Regional Student Council Representative
3. Approval of Agenda
4. Approval of August 22, 2019, Meeting Notes

B. REPORTS

N/A

C. OLD BUSINESS

1. Status of Equity Policies

D. NEW BUSINESS

1. Input on having a Non-Voting Member, designated by the ANE PAC, as part of the FNSBSD School Board.
2. ANE Parent Advisory Committee Drafted Resolutions
 1. International Year of Indigenous Languages
 2. Land Acknowledgments
3. Mission and Vision Statement for Diversity Committee
4. Diversity Committee goals for the 2020 school year

E. INFORMATION

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

F. CLOSING COMMENTS FROM COMMITTEE MEMBERS

G. ADJOURNMENT

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

August 22, 2019

A. PRELIMINARIES

1. Call to Order

David Rucker 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

Maxine Dibert

Carrie Bragonier

Flora Roddy

Jazzanne Gordon-Fretwell

Rose O'Hara-Jolly

Alyssa Quintyne

Administrative support present:

David Rucker

Shayna Lunt

Members Not in Attendance:

Elizabeth Holm (excused)

Sharon McConnell (excused)

Ashley Strauch (excused)

Katie Dabney (excused)

B. APPROVAL OF THE MINUTES

1. A motion was made to approve the minutes from April 2019. The motion was seconded, and passed.

C. REPORTS

1. Face of Fairbanks

- i. Went over Faces and Fairbanks and showed the website and if you know of someone who wants to showcased.
- ii. Distribute flyers for Diversity Committee.

2. Employees on the Committee

- i. The question of employees serving on the committee was brought up. Per school board policy, employees are exempt from being on the Diversity Committee, in a Parent or Community role. Unless appointed by their associated union, District employees.

D. OLD BUSINESS

1. N/A

E. NEW BUSINESS

1. Equity Policies:

We tried to keep the policy language the same throughout all the policies.

130s are the board policies. The 1000s are for the students.

- 130: Non- Discrimination
 - Added genetic information and gender expression
- 131: Harassment

- What about perceived harassment? Adopted child who is not Jewish like her family, receives hateful comments about being Jewish based on the religion of her siblings. She is perceived as Jewish.
- What local organizations can we utilize to handle and learn from these situations? National and International organizations are very base level. Is there anything the committee can do for free that would allow people to take trainings her locally.
- NCBI is a huge push from the board to push diversity and inclusion across the District.
- Send organizations to him that offer trainings and resources to help local healing in our community.
- 131.1 AR
 - This policy, depending on how things lay out,
- 523: Nondiscrimination-Gender Identity
 - Make sure that this is in line with case law
 - Put a flag under G
- 523: AR
 - Definition C: Gender Identity: REMOVE THE WORD CONSISTENCY: Consistency could cause an issue as a person has been consistently perceived as a specific gender.
 - If clothes or hair style is an issue is gender expression. How students feel is internal and gender identity.
 - Students who may not know what their gender identity is... what about questioning students? There could be clearer questioning.
 - Put flag Definition G:
 - Sexual preferences refer to Kinks.... INSTEAD use Sexual Orientation
 - Sexual preferences means what would you like to have happen to you.
 - ADD A DEFINITION Create a space for any other identity that is not listed.
 - There is an appreciation of the additions that have been made towards pronouns and equity and inclusion.
- 534:
 - Prevue
 - 8:B Employees understand your rights
- Policy 535
 - Who a district employee can report to.
 - "Employees should report to..... And/or.... The districts EEO officer.
 - What does immediately mean? Maybe timely fashion? Under Title IX there is no statute of limitation.
 - Responsible employees referees to management or supervisors
 - 2nd paragraph last sentence (should be not limited to)
- AR 535
 - Where is touching? Does that fall under unwanted conduct?
- 811.2 Policy:
- AR 1011: Gender Identity
 - Consistent and youth around gender identity
 - Does PowerSchool need to have an update that shows a student is transitioning?
 - The chain of information may out them or
 - To prevent outing a student, have a student call off their own name instead of calling out names of students and outing a student who is male as transitioning to female.
 - REMOVE SEXUAL PREFERENCE AND REPLACE TO SEXUAL ORIENTATION.
 - TRANSGENDER OR NON-Conforming
 - NG GO WITH GENDER EXPRESSION OR GENDER IDENTITY.

F. INFORMATION

1. N/A

G. ADJOURNMENT

1. David Rucker made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 8:02 PM.

Alaska Native Education Parent Advisory Committee

International Year of Indigenous Languages

Resolution 2019-01

WHEREAS; The Alaska Native Education Parent Advisory Committee (ANE PAC) of the Fairbanks North Star Borough School District (FNSBSD) is formed to give Alaska Native parents maximum participation in the process of guiding the Alaska Native Education program, per the Every Student Succeeds Act (ESSA), and

WHEREAS: THE ANE PAC is comprised of elected members of the Alaska Native community to represent Alaska Native interests to the FNSBSD, including how our community feels on a variety of issues, and

WHEREAS; THE FNSBSD would like to improve the graduation rates, attendance rates and academic achievement rates of Alaska Native students, and the student body of the FNSBSD as a whole, and

WHEREAS; 2019 is the International Year of Indigenous Languages, which the United Nations designated to raise awareness about them, “not only to benefit the people who speak these languages, but also for others to appreciate the important contribution they make to our world’s rich cultural diversity” and

WHEREAS; The IYIL is an official activity of the UN that has the following main components for participation: Increasing understanding, reconciliation and international cooperation; and, Creating favourable conditions for knowledge-sharing and dissemination of good practices with regards to indigenous languages; and, Integrating indigenous languages into standard-setting; and, Empowerment through capacity building, and Growth and development through elaboration of new knowledge, and

WHEREAS; The IYIL can be celebrated by hosting events, workshops, trainings or by working with students in classrooms, as well as in many other ways, and

WHEREAS; The Fairbanks North Star Borough School District should celebrate the many indigenous languages and cultures that are present in the district by recognizing the IYIL and promoting it in the 2019-2020 school year,

AND THEREFORE BE IT RESOLVED THAT; The Alaska Native Education Parent Advisory Committee calls on the School Board of the Fairbanks North Star Borough School District to officially recognize and celebrate the International Year of Indigenous Languages for the 2019-2020 school year and endeavor to host events celebrating the IYIL throughout the District, and

FURTHER BE IT RESOLVED THAT; The Fairbanks North Star Borough School District recognizes the IYIL and will work to integrate the revitalization of Native Languages into its planning.