

**Fairbanks North Star Borough Board of Education
Diversity Committee Meeting By Video Conference**

**Thursday, May 20, 2021
5:30 – 7:00 p.m.**

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

For Devices: Public Zoom Webinar Link: <https://us02web.zoom.us/j/83107765177>

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+1 346 248 7799

+1 408 638 0968

+1 669 900 6833

+1 253 215 8782

+1 646 876 9923

+1 301 715 8592

+1 312 626 6799

888 788 0099 (Toll Free)

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Webinar ID: 831 0776 5177

AGENDA

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

A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement
3. District Mission Statement
4. Diversity Committee Vision Statement
5. Roll Call / Introductions
6. Approval of Agenda
7. Approval of April 22, 2021 and May 10, 2021 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. Departmental/Community Partner Presentations
 - i. After School and Summer Programs – Julie Wild-Curry
2. Training Session – Rodney Gaskins

D. OLD BUSINESS

1. Action Items to Support Diversity Committee Priorities – on hold until further information is gathered
2. ANE Board of Education Advisory Representative
 - i. Status update – Bea Felter
3. Student and Staff with Disabilities Resolution
 - i. Status update on resolution letter - Taryn Hughes, Alyssa Quintyne and Kate LaPlaunt
4. Superintendent Search Update
 - i. Status update on letter of support for implicit bias training – Taryn Hughes and Alyssa Quintyne

5. DC member representation / presentations
 - i. NAACP meeting representation
 - ii. BFF presentation

E. NEW BUSINESS

1. Review of Diversity Committee membership term limits
2. Reflection and comments on Monday 05/10/21 listening session

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

**Diversity Committee Meeting, by Zoom
April 1, 2021**

Meeting Notes

At 5:36 p.m., Erin Morotti, school board treasurer and diversity committee chair, noted the committee was unable to secure a quorum of seven voting members, therefore the committee meeting was not called to order, and no official business was conducted.

Committee Members Participating by Zoom

Deanna Blackburn
Allison Carr
Brytan 'Bea' Felter
Erin Janoso
Malcolm McEwen
Erin Morotti
Alyssa Quintyne

Committee Members Absent

Marissa Anderson
Janelle Chapin
Taryn Hughes
Clarice Mingo
Denise Newman
Rose O'Hara-Jolley
Ellen Weiser

Staff Participating by Zoom

Katherine LaPlaunt, Assistant Superintendent of Elementary Instruction & Committee Administrator Support
Heather Christian, Executive Assistant to Human Resources & Committee Administrative Support
Rachael Stockton, EEO Assistant & Committee Administrative Support

The zoom link closed at 5:50 p.m.

The next committee meeting was scheduled for April 22, 2021 from 5:30-7:00 pm, by Zoom.

Submitted by Rachael Stockton, EEO Assistant & Committee Administrative Support.

Fairbanks North Star Borough School District

Board Diversity Committee

Special Meeting

MEETING MINUTES

May 10, 2021

A. PRELIMINARIES

1. Call to Order

Erin Morotti called the meeting to order at 5:58 pm via ZOOM from the FNSBSD Administrative Center at 520 Fifth Avenue.

Meeting ground rules discussed.

2. Roll Call / Introductions – Committee has a quorum.

Members present:

Marissa Anderson
Deanna Blackburn
Janelle Chapin
Taryn Hughes
Erin Janoso
Malcolm McEwen
Clarice Mingo
Erin Morotti
Alyssa Quintyne
Erin Janoso

Administrative support present:

Heather Christian
Kate LaPlaunt
Rachael Stockton

Other:

Rodney Gaskins

Members Not in Attendance:

Allison Carr - Excused
Brytan 'Bea' Felter
Denise Newman
Rose O'Hara-Jolley
Ellen Weiser - Excused

B. PUBLIC COMMENT

1. Kristi McEwen – Fairbanks
2. Flora Roddy – Fairbanks
3. Wendy Dominique – Fairbanks
4. Marissa Anderson – North Pole
5. Alexis Walker – Fairbanks
6. Lesa Meath – Fairbanks
7. Bennett Wong – Fairbanks

Motion to extend until 7:00 pm moved by Malcolm McEwen. Deanna Blackburn seconded the motion.

8. Darwin Cameron – Fairbanks
9. Kate Avery – Fairbanks
10. Kristi McEwen – Fairbanks
11. Flora Roddy – Fairbanks
12. Leolo Williams-Humphreys – Fairbanks

13. Gail – Technical Issues
14. Mary Burtness – Fairbanks
15. Leola Williams-Humphreys – Fairbanks
16. Alyssa Quintyne – Email questions and / or concerns
17. Gail – Technical Issues

C. CLOSING COMMENTS FROM COMMITTEE MEMBERS

Erin thanked everyone for his or her testimony and attendance in addition for the extra time that was committed.

D. ADJOURNMENT

Motion to adjourn made by Marissa Anderson. Deanna Blackburn seconded the motion.
Meeting adjourned at 7:01 pm.

SB DE&I Strategic Plan Progress To Date (11/29/2020)

2. EQUITY & INCLUSION: Provide equitable opportunities and an inclusive environment where **all students and staff are respected and feel welcome, safe and supported.**

2.1 Equity & Access: Close opportunity gaps while increasing student outcomes/achievement for all.

Current Priorities/Critical Areas of Focus	Owner		Comments
Equity and inclusion focus through Brilliant Unity trainings and follow up break out discussions and work in principal meetings.	SEC Ed		

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

Current Priorities/Critical Areas of Focus	Owner		Comments
Diversity, Equity and Inclusion: Diversity Committee , Fairbanks Coalition Builders and training schedule, opportunities to keep DEI in the public and district conscience.	ELEM		Open Circles have been a success, and the Diversity Committee is drawing (mostly) positive attention. The work in this category helps the district have a continual record of doing something and being proactive

Brainstorming Ideas:

Examples:

Superintendent hiring process - Letter to the Board about DE&I emphasis?

Budget Cuts are coming - Letter to the Board about Equity?

Related Diversity Committee Training - by Mae Marsh or other facilitator

Complete new board - DE&I Professional Development opportunities to educate?

2.2 Comments - doing good work - come a long way - focused and forward moving - don't want SB to take credit as SB for work of diversity committee

Different direction to embrace culture in a new way - leaving district due to committee.

2.1 - does admin have intention of measuring - Brilliant Unity - targeted to administrators - open discussion about cultural bias - personal experiences as related to us as a whole - develop empathy of students - Mae Marsh facilitated - measured with survey at end - feedback provided to admin - positive - administrators more comfortable about having conversations about DEI with their staff - what is next step? - complacency and fear - create spaces for professionals to have tools and conversations - timeline for success as well.

How do you measure success - what is the baseline? - action items measure baseline first.

Priority #2 - **4.1 Workforce Excellence:** Attract, retain and empower excellence in our employees.

4 WORKFORCE & ORGANIZATIONAL EXCELLENCE: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.

Current Priorities/Critical Areas of Focus	Owner	Comments
Completing HR recruitment video for upcoming recruiting season	HR	Project should be completed by December 2020
Create a student worker recruitment process	HR	Will begin project in November/December 2020 timeframe for implementation next school year
Title IX/EEO Policy Update and awareness and update case management system	HR	New regs are in place, and policies are drafted with scheduled presentation to the BOE. Case management system in process of being updated with new regulations that were released in summer 2020.
Job description reviews	HR	Created a workgroup that meets monthly to review 4-5 job descriptions to ensure there are no unnecessary barriers to employment for applicants.

Increase support and awareness of leave management	HR	As new leave became effective, we implemented the leave districtwide. We trained staff and supervisors on leave benefits and provide support to ensure compliance.
Create professional cohorts to empower teachers to target their professional learning and collaboration opportunities.	SPED	More critical now than ever. The input from the people doing the work is our most important source of information and expertise
Increase special education professional learning opportunities for all FNSBSD staff.	SPED	It is ongoing and we have many things going but the focus, format and environment of PD has changed drastically and its time consuming for many

Brainstorming Ideas:

Make sure our staff and faculty have the tools necessary to serve our students in the best way
 People on the ground doing the work have the resources and support in a safe way

- Hiring practices equitable
- Training localized and relevant
- Tools to handle situations and connect with students and families

ESSA staff on ground floor and works closely with teachers - training feels like one more box to check - offering trainings that they can take away and use - conversation w/educator DEI is like washing your dishes - constant conversation - like SEL intermingled with DEI - complimentary
 Other schools and groups doing great job - find groups and support further what they are doing - training more trainers to further message - empower more people to lead those discussions

Look outside of Alaska or within Alaska - pinpoint specific programs that have been successful based on criteria - diversity training groups to provide statistics - Rodney will present his findings.

Encourage/ask SB fund the FCB efforts so that we can provide full day training - train the trainer model - grow the people that are participating at the leadership level.

Partner with other groups more - elevate the voice of many from our community
 Recommend Latinos in Action, Equity Literacy Institute, possibly Teaching Tolerance

Priority #3 - **1.6 Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.

Current Priorities/Critical Areas of Focus	Owner	Status	Comments
Provide leadership and support for staff, student, and family Social Emotional Learning & Mental Health	Student Support		<p>We are on target in this area and have plans for continuous supports and improvements over the school year.</p> <p>PD arranged and implemented and resources purchased and shared to ensure staff and families have SEL resources for self-care and strategies to use with students</p>
Provide significant support for phasing in most vulnerable students and students otherwise facing barriers for in-person supports.	Student Support		<p>We are on target in this area. We have provided continuous family outreach, significant professional development in support of teachers and support staff understanding cultural and equity barriers, and continue to provide supplemental supports to meet staff and student needs.</p>

Brainstorming Ideas:

Like SEL intermingled with DEI - complimentary
 How are they measuring SEL objective progress? - Behind the scenes platform - on star - whole system tracks details - motion can be made to ask through the board - erin will share
 What people are learning in classroom and what they are doing in break rooms
 Health classes - how is the district implementing - what does that look like?
 Area we need to pay attention - fish bowls with students and staff - learning sessions - spaces intended for particular group to talk about issues or phenomena - other people listen - what did you learn, what did you unlearn? How will you apply this in your own life?
 How do we empower educators to ask for the things that they need? Example - need a mental health day - reach out to a higher up and feel listened to - testimony at a SB meeting and listened to - what does SEL mean and how is it supported - not just a box checked - express emotions without it affecting jobs or lives outside of discussion

Helen speak to Alaska Riser Grant - set up fishbowls
 Student as Counselors - - in depth training would be needed

Priority #4 - **3.2 Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success

Current Priorities/Critical Areas of Focus	Owner	Status	Comments
Relationship building with all FNSBSD stakeholders. This is critical given being new to the district	SEC Ed		
Increase family engagement through outreach and dialogue with parents using social media and virtual meeting platforms.	Student Support		We are on target in this area and have Increased newsletter communications, social media communications, cultural awareness events, available supports, and information about program resources.

Brainstorming Ideas:

Priority #5 - **3.3 Community Partnerships:** Engage local stakeholders in contributing to student success.

Current Priorities/Critical Areas of Focus		Status	Comment
District/Union relationships—ensuring a productive partnership with all our employee groups via multiple engagement venues.	Supt		We continue to be on a good track with all employee groups.
Community partnerships—significant engagement with the medical community for Smart Start implementation and Zone determinations.	Supt		Excellent partnership with Dr. Nace, Dr. Ohlsen, Foundation Health Partners, and Public Health.
Community Partnerships: UAF, FtWW and Eielson	ELEM		Establishing regular meetings with the School Age Center and Children and Youth Services on FtWW. Would like to do similar with Eielson. Working with UAF to establish virtual tours between Northstar to Nanooks and virtual connections with Nanooks athletics.
Increase community partnerships to support the district's most vulnerable students with participating in school and learning.	Student Support		We are on target in this area.

Brainstorming Ideas:

At the 12/5/2020 work session, Dr. Gaborik mentioned that an area of interest that is not getting enough attention at the moment is Multiple Pathways:

1.4 Multiple Pathways: Provide multiple ways to progress through the K-12 system based on student needs and interests.

Current Priorities/Critical Areas of Focus	Owner	Status	Comments
Develop a five-year plan to increase the four-year and five- year graduation rates for students with disabilities by 15 percentage points.	SPED		Focus has shifted for this year. Working on finding supports for seniors who are struggling with instructional formats and in jeopardy of not graduating. Also concerns with freshmen as a lack of credits in 9 th grade can easily lead to dropout in future
Clearly define programs and LRE (Special education programs and Least Restrictive Environment clearly defined to balance appropriate supports for student needs)	SPED		The initial work has been done but with phase-in it has been at the forefront as countless issues with staff comfort with students coming back, parents potentially unhappy if not part of initial phase-in, etc

Brainstorming Ideas: