

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

April 22, 2021

A. PRELIMINARIES

1. Call to Order

Erin Morotti called the meeting to order at 5:33 pm via ZOOM from the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Land Acknowledgement

3. District Mission Statement

4. Diversity Committee Vision Statement

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

Members present:

Deanna Blackburn

Allison Carr

Brytan 'Bea' Felter

Taryn Hughes

Malcolm McEwen

Ellen Weiser

Erin Morotti

Alyssa Quintyne

Administrative support present:

Heather Christian

Kate LaPlaunt

Rachael Stockton

Other:

Rodney Gaskins

Vanessa Shannon

Members Not in Attendance:

Janelle Chapin

Marissa Anderson

Clarice Mingo

Denise Newman

Rose O'Hara-Jolley

6. Approval of Agenda

Motion to adopt agenda moved by Allison Carr. Malcolm McEwen seconded the motion, and it carried unanimously.

7. Approval of the Minutes

Members reviewed the February 18, 2021 and April 01, 2021 meeting minutes. Malcolm McEwen made a motion to approve the February 18, 2021 and April 01, 2021 minutes. Bea Felter seconded the motion, and it carried unanimously.

B. PUBLIC COMMENT

1. None

C. REPORTS

1. Student Support Services – Vanessa Shannon, Director Of Social Emotional Learning & Prevention
 - i. Vanessa having spent 10.5 years with the District, shared a short presentation with that group that

- Defined Social and Emotional learning, recognized community partners and introduced SEL teams
 - Vanessa went over suicide awareness and prevention
 - a. This is a school setting and peer lead program.
 - i. Alaska Rises Grant - 5-year partnership grant with AK Behavior Health and Dept. of Education to provide mental health services at Lathrop, Tanana, Hunter and Arctic Light. Students who identify as needing these services can get services at school or within a clinical setting. These services are free and are not limited to the school year.
 - b. Project Advancing Wellness and Resilience in Education (AWARE)
 - i. 5-year partnership with SAMHSA and Dept. of Education. This program is District staff that provide mental health services at West Valley, Tanana, North Pole High and North Pole Middle. This program is only at the school setting.
 - c. SEL direct instruction helps staff imbed SEL into school curriculum.
 - d. Youth Mental Health First Aid Training
 - i. Trained team to teach parents, family members, caregivers, teachers, school staff, and any other caring citizens who might experience mental health issues. Within the school setting. Educate and introduce common mental health challenges and how to help in crisis and non-crisis situations
 - ii. Share of excitement from Kate LaPlaunt
 - How does this impact student of diversity?
 - a. Sources of Strength creates a sense of belonging.
 - b. Ability to have access to services to those who might not have the economical means to achieve them.
 - c. Professional Development portion of these grants help educate our staff and are extremely important.
2. Training Session – Rodney Gaskins
- i. Update and feedback on the Diversity training.
 - Twenty-five (25) three-hour sessions with fourteen (14) different schools
 - Nine (9) trainings for all City of Fairbanks employees
 - Three (3) main categories of feedback discussed
 - a. This is great / do more 70%
 - b. This is not enough 10-15%
 - c. Overwhelmed / never again 10%
 - ii. Rodney discussed challenges that were faced during these sessions
 - Connecting day to day actions or inaction in relation to systemic discrimination
 - Creating a welcome environment where every voice matters
 - Culturally insensitive remark made during the training
 - a. School initiated a restorative circle around the staff to educate and restore the circle
 - iii. Caucus groups discussed
 - White female educators
 - Educators of color
 - Alaska Native Educators
 - BIOPIC group

- iv. Kate LaPlaunt shared her excitement of District Staff being trained by National trainers and building within. She also shared that she was excited for the start of the Caucus groups.

D. OLD BUSINESS

1. Action Items to Support Diversity Committee Priorities
 - i. Review of SB DE&I Strategic Plan to Date 11/29/2020
 - New HR recruitment video has been posted on the HR website
 - Title IX / EEO Policy and Case Management System update
 - Workforce and Organizational Excellence: Job Description update process – Rodney Gaskins
 - a. Educational barriers and language used that prevents certain populations from applying
 - Social and Emotional learning – heard from Vanessa Shannon who is spearheading this effort
 - ii. Priority 4 discussion- Family Engagement
 - Kate LaPlaunt - an area of growth would be communicating with Shareholders about the outcome of the survey and solutions that came about from them.
 - Kate LaPlaunt – Layered communication techniques - Using different apps such as Twitter, Facebook, or other apps in addition to traditional methods
 - Bea Felter - dependent on who you are trying to reach. Some people might not have the ability to have social media so ensuring that we are providing other sources of communication.
 - a. Are there built in mechanisms for reviewing the survey answers and showing that demographics are being considered?
 - b. Rodney Gaskins noted that it needs to make sense to ask for demographics
 - Action Items
 - a. Surveys – Work done around surveys for equity in demographics and closing feedback loop
 - Alyssa Quintyne – Requested clarification on what success looks like and what it would mean for the District to have a good relationship with Stakeholders.
 - iii. Malcom McEwen made a motion to continue the meeting past 7:00 pm with a second by Deanna Blackburn.
2. ANE Board of Education Advisory Representative - Bea Felter
 - i. Brianna Gray presented the letter in the Director Report
 - ii. Minor corrections requested including a change from People to People's
 - iii. Bea Felter will follow-up with Brianna Gray about status of the resolution
 - iv. Draft letter shared from February 18, 2021 meeting.
 - v. Motion to approve draft ANE letter with corrections moved by Taryn Hughes. Allison Carr seconded the motion and it carried unanimously.
3. Student and Staff with Disabilities Resolution - Alyssa Quintyne
 - i. A month of designation for staff and students with disabilities
 - ii. A draft resolution has not yet been created but is in the works
 - Working with ACCESS Alaska and district students
 - Willing to work with any DC members who want to assist in this resolution
 - Celebration of students with disabilities
 - End practice of students with disabilities cleaning lunch rooms and equipment
 - Invest and support Integrated teaching
 - iii. Motion by Bea Felter to explore a resolution for a month of designation for students and staff with disabilities, end students with disabilities cleaning,

- and to look into integrated teaching practices. Malcolm McEwen seconded the motion, and it carried unanimously.
- iv. Kate LaPlaunt can assist with the procedural questions
 - v. Taryn Hughes can assist Alyssa Quintyne with the drafting of the resolution
 - vi. Rodney Gaskins suggested Doug from ACCESS Alaska and can help facilitate a meeting if necessary
4. Motion moved by Malcolm McEwen to extend meeting until 8:00 pm. Bea Felter seconded the motion, and it carried unanimously.

E. NEW BUSINESS

1. Discussion on additional Committee meetings prior to summer break
 - i. June meeting canceled
 - ii. May 20th is the last meeting before the break for two (2) months
2. Principal Hiring Committees Update
 - i. Ellen Weiser – Process good and well run
 - Committee should have had more diversity in the committee
 - Conflict with Kate LaPlaunt who was on the committee and a reference for the candidate
 - ii. Taryn Hughes – Weller Principal Hiring Committee
 - Very streamlined process
 - Having DC rep on the committee is important
 - Learning experience and recommended other members to volunteer
3. Superintendent Search Update
 - i. Implicit bias training completed by the board
 - ii. April 10th a motion to move to an interim search was unanimously passed
 - iii. Recruitment for interim closed today, 4/22/2021
 - iv. Goal to select on the 27th
 - v. Appointed on May 5th if all goes well
 - vi. Malcolm would like to see the DC move involved with the search for a superintendent
 - Diverse applicant pool
 - Where the job announcement is posted
 - ASB did try to recruit from a diverse population
 - vii. Kate LaPlaunt cautioned about verbiage for diversity to include diverse population who may not be outwardly diverse
 - viii. Allyssa Quintyne – Does the board have access to the demographics of the candidates?
 - Demographics are not supplied to the hiring committee
 - Erin Morotti will see if the demographics can be provided to the hiring committee
 - ix. Move to create a letter of support mandating implicit bias training for board members in the search committee. Taryn Hughes seconded the motion, and it carried unanimously.
 - x. Taryn Hughes and Alyssa Quintyne will work on draft language
4. DC member representation / presentations
 - i. NAACP meeting representation
 - Taryn Hughes was unable to attend the NAACP meeting
 - Erin Morotti will research if they wanted it to be a one time or ongoing requirement
 - ii. BFF presentation
 - Erin Morotti will follow up to get the May date.

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

Erin thanked everyone for the extra time that was committed.

H. ADJOURNMENT

Motion to adjourn made by Alyssa Quintyne. Malcom McEwen seconded the motion, and it carried unanimously. Meeting adjourned at 8: 02 pm.