

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

**Thursday, February 18, 2021  
5:30 – 7:00 p.m.**

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

**AGENDA**

For Devices: Public Zoom Webinar Link: <https://us02web.zoom.us/j/88579836399>

Or by phone, please dial:

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888 788 0099 (Toll Free)

877 853 5247 (Toll Free)

Webinar ID: 885 7983 6399

*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 January 21, 2021 Minutes

**B. PUBLIC TESTIMONY**

**C. REPORTS**

1. Departmental/Community Partner Presentations
  - i. Black History Month / District & NAACP Contest – Montean Jackson
  - ii. Bright Futures Fairbanks – Georgia Sandgren
2. Training Session (15-20 minutes) – Rodney Gaskins

**D. OLD BUSINESS**

1. Review Diversity Committee Meeting Group Agreements

**E. NEW BUSINESS**

1. Alaska Native Education (ANE) Advisory Representative
2. Principal Hiring Committee Requests
3. Superintendent Search

**F. INFORMATION**

1. School Board Meeting Status & Updates - <https://www.k12northstar.org/Page/9887>

**G. CLOSING COMMENTS FROM COMMITTEE MEMBERS**

**H. ADJOURNMENT**

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

January 21, 2021

**A. PRELIMINARIES**

**1. Call to Order**

Erin Morotti called the meeting to order at 5:34 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:

Marissa Anderson

Deanna Blackburn

Janelle Chapin

Brytan 'Bea' Felter

Elizabeth Holm

Taryn Hughes

Malcolm McEwen

Clarice Mingo

Erin Morotti

Denise Newman

Rose O'Hara-Jolley

Alyssa Quintyne

Ellen Weiser

Administrative support present:

Heather Christian

Kate LaPlaunt

Members Not in Attendance:

Allison Carr

Other:

Rodney Gaskins

Mae Marsh

Brianna Gray

**6. Approval of Agenda**

Motion to adopt agenda moved by Alyssa Quintyne. Marissa Anderson seconded the motion, and it carried unanimously.

**7. Approval of the Minutes**

Members reviewed the December 17, 2020 meeting minutes. Alyssa Quintyne made a motion to approve the December 17, 2020 minutes. Bea Felter seconded the motion, and it carried unanimously.

**B. PUBLIC COMMENT**

1. None

**C. REPORTS**

**1. Departmental/Community Partner Presentations**

- i. Alaska Native Education (ANE) Director, Brianna Gray
- ii. Introduction and personal history provided

- iii. Purpose and focus of ANE reviewed
- iv. New Positions for Cultural and Equity Specialists noted
- v. Parent Advisory Committee for parents, educators and elders to represent student and families
- vi. Vision Statement discussed
- vii. Indigenous inclusion defined with focus on building and fostering relationships
- viii. Grow and move forward mission statements - highlighting leadership
- ix. Functional learning and curriculum discussed
  - Redefine functional knowledge
  - Incorporating issues that affect the community
- x. Discussion with Diversity Committee Members

#### **D. OLD BUSINESS**

1. Review of Diversity, Equity, and Inclusion (DEI) Training options - Mae Marsh (See New Business)
2. ANE Board of Education Advisory Representative
  - i. Discussed status of letter of support for the ANE Board of Education Advisory Representative
  - ii. Motion moved by Taryn Hughes to ask Dream Team of Alyssa Quintyne and Bea Felter to collaborate on a draft letter of support. Marissa Anderson second the motion, and it carried unanimously.
3. Action Items to Support Diversity Committee Priorities (Move to next Agenda)
  - i. Document reviewed via screen share from agenda packet and discussed
  - ii. Fairbanks Coalition Builders (FCB) discussed
  - iii. Title IX Policy Update in front of School Board discussed – [January 20, 2021 Work Session](#)
  - iv. Workforce Excellence discussed
  - v. Social Emotional Learning (SEL) discussed
    - DEI is complimentary to SEL
  - vi. Alyssa Quintyne – Requested the details of the strategic plan
    - Kate LaPlaunt – Advised that the committee can motion the board to provide that information from prior year(s)
      - a. Erin Morotti will advise committee when it is available for this year
4. Diversity Committee Website Review
  - i. Committees no longer have bylaws
  - ii. Information Sheet will be updated on the website

#### **E. NEW BUSINESS**

1. Committee Training Schedule/Platform – Rodney Gaskins / Mae Marsh
  - i. Review of National Coalition Building Institute (NCBI) approach and current application in the district
    - Tools / Explanation / Demonstration / Application
    - Building relationships and allies
    - Goal is to encourage and promote teamwork
    - NCBI teaches how disrupt hate and racist actions
    - Need some degree of confidentiality which cannot be replicated in a public meeting though
  - ii. Bea Felter moved a motion to add training as available to the agenda. Motion was seconded by Taryn Hughes, and it carried unanimously.
2. Review of Diversity Equity and Inclusion (DEI) Training options - Mae Marsh
  - i. Bea Felter – Hearing the conversation, which training would you recommend starting with?
  - ii. Mae Marsh – When you are working with a heart and trying to change an attitude it is entry, entry, entry and reminder, reminder, reminder

- iii. NCBI is an excellent ongoing program
  - iv. Mae Marsh has experience is in civil rights and creating action plans
    - Looking to supplement NCBI initiative
  - v. Committee will compile a list of questions that will be submitted to Mae Marsh for review
  - vi. Importance of in-person / face to face training discussed
3. Review Diversity Committee Meeting Group Agreements (Move to Next Agenda)

#### **F. INFORMATION**

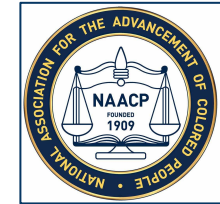
1. Bea Felter – Thanked Erin Morotti for being an advocate for DEI. Encouraged committee to listen to the School Board meeting from last night (January 20, 2021) – linked above.
2. Alyssa Quintyne – Black History Month coming in February
  - i. Highlighted teaching the truth all communities, marginalized or not, especially black Alaskan history, i.e. settlement of Skagway
  - ii. [Black History Month \(FNSBSD Contest\)](#): January 25 – March 5, 2021
3. Kate LaPlaunt – Open Circles: [Fairbanks Coalition Builders](#):
  - i. January 27, 2021 from 5 – 7 pm
  - ii. Topic: Local politicians – how heal the divide in the country

#### **G. CLOSING COMMENTS FROM COMMITTEE MEMBERS**

Erin Morotti thanked committee members and attendees.

#### **H. ADJOURNMENT**

Motion to adjourn made by Bea Felter. Alyssa Quintyne seconded the motion. Meeting adjourned at 7:37 pm.



# HISTORY MONTH CONTEST 2021 Jan. 25th - March 5th

**Theme:** The Black Family: Representation, Identity, & Diversity –  
“Moving the World Forward”

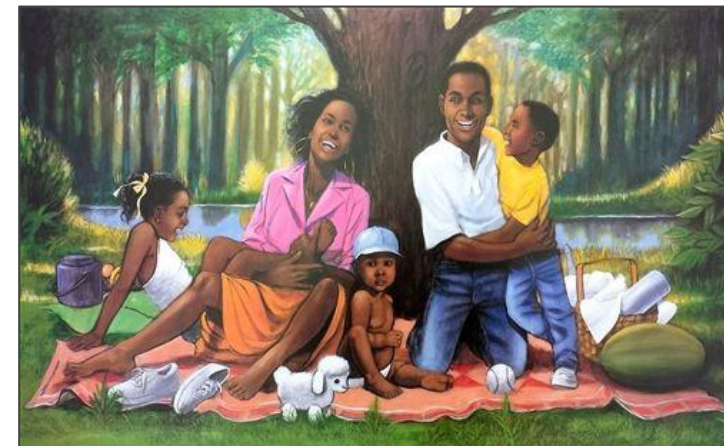
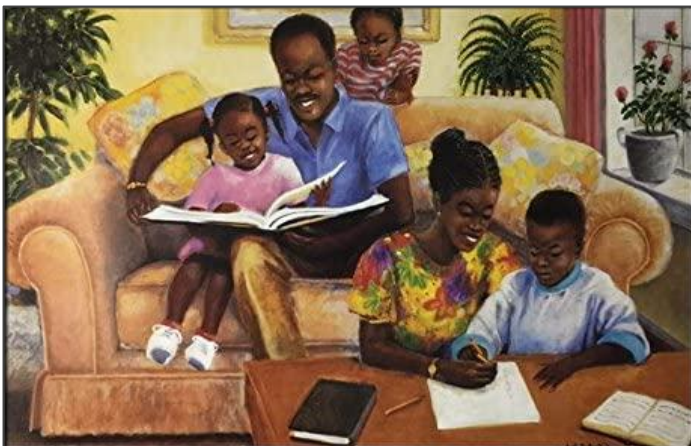
**Grades K-3** → Color three pictures of black families. Visit <https://bit.ly/3nmPXnl> for coloring pages.

**Grades 7-8** → Submit a typewritten, 150-word essay on the theme and illustrate it with an original artwork.

**Grades 4-6** → Make a poster on your interpretation of the theme.

**Grades 9-12** → Submit a typewritten, 250-word essay on the theme and illustrate it with an original artwork.

**Return entries by March 5th 2021 to:** FNSBSD Admin Center, ATTN: Allison Baldock (907)452-2000 x11379  
**For more information contact:** Wendy Dominique, email: raad@gci.net, contact number (907)388-6649  
**\*All participants will receive a certificate of participation\***





## Diversity Committee Meeting Group Agreements

For our meetings:

*These are some agreements that have been used throughout the community with many different organizations, committees, coalitions, and gatherings that I thought could be applicable to our committee and potentially with public testimony. I wanted to add the perspective of agreements, rather than rules. Rules are usually one-way (one person deciding what the rules are), binding, and often with direct consequences if broken. Agreements are collaborative, and an active practice and conversation. And while there may be consequences for breaking agreements, they still lend space for conversation and resolution. Agreements are also meant to be active reminders for ourselves and the group, instead of relying on passive reminders, golden, unspoken rules or guidelines. (What do we want to agree to do together, how do we want to contribute and work together, and under what environment?) I added explanations next to each one for more context. Some may seem redundant or common sense, but you'll be surprised what we need to uplift in group and public settings. Feel free to comment, add, and suggest!*

- *One Mic, One Voice - Respecting everyone's opportunity to speak, and speak fully. Being mindful that meetings are recorded and audio needs to be clear.*
- *Safe Space, Brave Place - Taking the initiative to actively and intentionally make our meetings safe for all members of the community and committee members. Lending space for people to be honest, make mistakes, learn, and be accountable in respectful and mindful ways.*
- *Throw Glitter, Not Shade - using language to uplift each other, even when we disagree, like saying "Yes, and..", instead of, "No, but..."*
- *Respect Time, Place, and Each Other - being mindful of the time we have together at committee meetings, and the work done outside of those meetings. Being mindful of the buildings, communities, and lands we are on and what that represents. Being mindful of each other as a team, our struggles, our beliefs, and holding space for us to be our full selves together.*
- *W.A.I.T (Why am I talking? Why aren't I talking?) - Checking in with ourselves during conversations, and being aware of what we are contributing, or not, and why. Maybe if we tend to talk a lot, maybe stepping back to let others contribute, or calling in someone who hasn't spoken in a while. If we tend to be quiet, maybe stepping up and contributing more, or communicating when we need to step away, don't feel like we know enough and want to research, or that we just want to listen for right now so people understand where we are at.*
- *In Every Chair A Leader - understanding that we are all leaders in our own way and we are here together for a reason, and that we work with other amazing leaders as well. We are all important and we all have something to contribute.*
- *"Oops, Ouch", Assume Good Intention but name Impact and Harm, - A practice to be accountable to our words and beliefs we may need to unpack. We all come from different backgrounds and journeys. We need to be able to trust one another that we mean no harm, but understand that when we do say/do something harmful or discriminatory, we can name that harm, address it, and resolve it. Ex: Saying "Oops!" when I recognize that I said something*

*discriminatory, which acknowledges my mistake and lets others know that I acknowledge it too. This gives me time to fix my mistake, and learn more. Saying “Ouch!” when someone says something discriminatory redirects my initial reaction to communication in a way that allows that person and others to recognize that harm, an opportunity to address it and learn my perspective constructively.*

- *What is learned here leaves, what is said here stays - Protecting the confidentiality and honoring people’s stories. Understanding that our meetings are recorded, there are still times where people may share deep and personal experiences. It is our place to hold space for those times in our meetings, and not with others without expressed consent. We can take what we’ve learned in those spaces and apply them to our work, lives, and relationships.*
- *Be Present - We are all taking the time to be here with each other. We need to check in with ourselves and each other to make sure we can give our full attention. Taking care of our needs, and each other.*
- *We Can’t Solve Everything (yet...) - We deal with complex and sometimes hard topics, decisions, and situations that might not come to a clean conclusion, as a committee, and as a community. And that’s ok! We may disagree, and we may not have the power to create something we really want to. But we need to allow ourselves to take the time and space to work through our challenges, goals, and directives, but also hold ourselves accountable for the things we can do together. Ex: While we can’t solve the entirety of the issues of racism in our community and things outside of the jurisdiction of the committee and District (yet), we can guide the Board and District on actions, celebrations, and protections with racial equity, ethnicity, nationality, and culture. We can review and advise on certain ARs and policies concerning race, ethnicity, and nationality. We can draft resolutions celebrating, race, ethnicity, and nationality. We can hold space to hear issues of race, ethnicity, and nationality. So the yet is not a cop-out, but rather a commitment to do the things we can do and to do them well.*

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For Guests/Public Testimony:

- One Mic, One Voice
- Safe Space, Brave Place
- Respect Time, Place, and Each Other
- We Can’t Solve Everything (yet...)
- What is learned here leaves, What is said here stays

## Diversity Committee ANE PAC Support Letter

The School Board Diversity Committee is writing in support of Alaska Native Education Parent Action Committee's (ANE PAC) Resolution 2019-02. This resolution requests; one school board member of the Fairbanks North Star Borough School District (FNSBSD) to be assigned to and regularly attend monthly ANE PAC meetings to better learn about the issues important to the Alaska Native Community in Fairbanks, and that the School Board grant ANE PAC one non-voting representative seat on the FNSBSD School Board.

The School Board already has several advisory representatives, including a student representative and two military representatives. Today, Alaska Native / American Indian Students make up 20.7% (2,327 students) of our student population within the FNSBSD ([https://public.tableau.com/profile/k12northstar#!/vizhome/Enrollment\\_1/Enrollment](https://public.tableau.com/profile/k12northstar#!/vizhome/Enrollment_1/Enrollment)). We must recognize that an Alaska Native representative is needed to support the unique needs of our Alaska Native students.

This resolution aligns with the Every Student Succeeds Act (ESSA) Title VI and recognizes that the best people to “ensure that [Fairbanks North Star Borough’s educational] programs that serve [Alaska Native] children are of the highest quality and provide for not only the basic elementary and secondary educational needs, but also the unique educational and culturally related academic needs of these children” (ESSA Sec. 6101) are Alaska Natives themselves.

The ANE PAC is federally mandated by ESSA Title VI and involves Educators, Parents, and representatives from Tanana Chiefs Conference and Fairbanks Native Association. As the school board already has many other committees to support them in their decisions and this committee already exists as per law, the Diversity Committee believes it would behoove the School Board to become more aligned with this group.

The United States has a history of Indigenous genocide and forced assimilation, the effects of which are still being felt by our Alaska Native students, staff and families today. Schooling especially has a very traumatic history for US Indigenous peoples as the last of the Assimilation Boarding schools did not close until 1978.

Our Alaska Native students are often exposed to racism, violence, microaggressions, curricula violence, and suppression of cultural ways of being. Having a School Board member sit on the ANE PAC and having a representative appointed by ANE PAC sit on the school board in an advisory capacity would help this district address and create solutions around attendance, holistic academic achievement, and increase graduation rates with Alaska Native students.

The School Board Diversity Committee believes this resolution is necessary and would help provide a greater voice for Alaska Native students, families, and staff. Alaskan Native people having a greater voice and a larger audience during educational decision making processes is an important step forward in creating a school district that can provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.