

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

**Thursday, October 15, 2020
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/82800025860>

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A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement
3. Roll Call / Introductions
4. Approval of Agenda
5. Approval of August 20, 2020 Minutes
6. Approval of September 17, 2020 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. National Association for the Advancement of Colored People (NAACP) of Fairbanks
2. Indigenous Peoples Day and Alaska Native Education (ANE) Update – Yatibaey Evans

D. OLD BUSINESS

1. New Opportunities in the Short, Mid and Long-term Goals for Diversity, Equity and Inclusion
– Rodney Gaskins

E. NEW BUSINESS

1. November Training for Diversity Committee – Mae Marsh

F. INFORMATION

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

August 20, 2020

A. PRELIMINARIES

1. Call to Order

Jennifer Luke called the meeting to order at 5:32 pm via ZOOM from the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Land Acknowledgement

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

Members present:

Alyssa Quintyne
Brytan 'Bea' Felter
Ellen Weiser
Jennifer Luke
Malcolm McEwen
Denise Newman
Elizabeth Holm
Rose O'Hara-Jolley
Clarice Mingo

Administrative support present:

Heather Christian
Kate LaPlaunt
Carol 'Cari' Jacoby

Members Not in Attendance:

Methanie Ongtooguk
Heather Johnson

Guests:

Rodney Gaskins
Mae Marsh

4. Approval of Agenda

Motion to adopt agenda moved by Kate LaPlaunt with consent items. Malcolm McEwen seconded the motion, and it carried unanimously. Clarification re: consent items – none for this agenda.

5. Approval of the Minutes

Members reviewed the July 28, 2020 meeting minutes. Malcolm McEwen made a motion to approve the minutes. Bea Felter seconded the motion, and it carried unanimously.

B. PUBLIC COMMENT

NONE

C. REPORTS

1. Diversity, Equity, Inclusion Report - Rodney Gaskins

i. Phases of Report Discussed

- Phase 1: Identify districts who were doing Diversity, Equity, and Inclusion (DEI) well in US and Canada
- Phase 2: Conduct analysis comparing FNSBSD to those districts
 - a. Utilized score analysis
 - b. National Coalition Building Institute (NCBI) Community Engagement sessions
 - c. One to one interviews
- Phase 3: Guide design of program and training

ii. Report focused on five (5) areas

- Professional Development for district leaders and staff
 - a. Advocacy vs disciplinary / compliance aspects discussed
 - b. Mandatory vs voluntary discussed
- DEI in the curriculum
 - a. Eurocentric view discussed
 - b. Presentation of gender, sexuality, religion and cultural celebrations in the curriculum
 - c. Federal Programs Department highlighted
 - i. McKinney-Vento Education Program
 - ii. Migrant Education Program
 - iii. English Language Learner (ELL) Program
 - iv. Alaska Native Education (ANE) Program
 - v. Social Emotional Learning and Prevention Services (SEL)
- Recruiting, hiring, and retaining minorities and a diverse work force
 - a. Retention – mentorship and sponsorship
 - b. Trauma informed care and restorative practices
 - c. Culturally responsive practices
- Measuring and benchmarking the effectiveness of DEI
- Communication and Community engagement
 - a. Publications to include personal accounts and stories to bring awareness and attention to the many equity based programs that the district offers
- iii. Comments / Questions
 - Bea Felter – Recognized that district has leaders who participate in DEI, was this just NCBI?
 - a. Rodney Gaskins reported that individual leaders want to be more involved but feel ill-equipped to fully engage
 - i. Advocated for more effective training
 - ii. Leaders need to be DEI champions
 - iii. 100% of every minority and marginalized group said that DEI training should be mandatory
 - Alyssa Quintyne – Thanked Rodney Gaskins for work. Recognized that this is for the long haul as a committee, district, and community. Excited for what the committee can do moving forward in the future.
 - a. Rodney Gaskins recognized the work already being done by the Diversity Committee in calling out systemic racism and bringing DEI to the forefront
 - Jennifer Luke – How can your work be supported by the Diversity Committee?
 - a. Help with training initiative
 - b. Participate in interviews
 - c. Review of work and reports
 - d. Create pamphlets that highlight diversity work being done in the district
 - Denise Newman – Thanked Rodney Gaskins for the work that he has done and looks forward to moving ahead in a safe way
 - a. Rodney Gaskins highlighted NCBI and the power of sharing stories and personal accounts

2. Mae Marsh Report

- i. Review of Rodney Gaskins report and plan on how to move forward
- ii. Training is going to have to be mandatory just like Title IX
- iii. Have to move in incremental steps and break down into steps that are measureable:

- Short-term results
- Mid-term results
- Long-term results
 - a. Partnerships
 - b. Curriculum
- iv. Bea Felter – Have you connected with Helen Clark in regards to the SEL Departmental roll-out?
 - Mae Marsh advised that no contact has been but willing to help in any way to move initiative forward
 - Role is advisory in nature and that she is consulted as needed
 - Implicit bias defined and how it affects students in the classroom
- v. Kate LaPlaunt – What do you see happening in the short-term? How do you get at meaningful mandatory training for a district for this size?
 - Mae Marsh responded that Train the Trainer is most effecting
 - a. Small groups, in person, and with dialog
 - b. NCBI model highlighted
- vi. Kate LaPlaunt – What is the recommendation for the second phase of training?
 - Mae Marsh advised to work on shared language and look at where the district is at now and make the plan for the next steps from there
- vii. Jennifer Luke – Crucial Conversations Book discussed

D. OLD BUSINESS

1. Robert's Rules
2. How to Draft a Letter to the School Board

E. NEW BUSINESS

1. Review Diversity and Equity Training Letter to the School Board
 - i. Bea Felter – Update on status presented to the committee
 - Any additions after hearing Rodney and Mae's reports?
 - a. None noted
 - ii. Kate LaPlaunt and Jennifer Luke will look at availability to help Rodney Gaskins and Mae Marsh move forward with the next steps
 - iii. Bea Felter and / or Alyssa Quintyne will submit letter to Heather Christian to disseminate to committee members
 - iv. Draft document will need to be posted by September 11 for September 17th meeting

F. INFORMATION

NONE

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. Malcom McEwen is looking forward to moving forward with the next steps.

H. ADJOURNMENT

Motion to adjourn made by Bea Felter. Denise Newman seconded the motion, and it carried unanimously. Meeting adjourned at 6:53 pm.

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

September 17, 2020

A. PRELIMINARIES

1. Call to Order

Jennifer Luke called the meeting to order at 5:31 pm via ZOOM from the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Land Acknowledgement

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

Members present:

Brytan 'Bea' Felter
Elizabeth Holm
Jennifer Luke
Malcolm McEwen
Clarice Mingo
Denise Newman
Rose O'Hara-Jolley
Methanie Ongtooguk
Alyssa Quintyne
Ellen Weiser

Members Not in Attendance:

Administrative support present:

Heather Christian
Kate LaPlaunt
Carol 'Cari' Jacoby

Guests:

Rodney Gaskins

4. Approval of Agenda

Motion to adopt agenda moved by Rose O'Hara-Jolley. Bea Felter seconded the motion, and it carried unanimously.

5. Approval of the Minutes

August 20, 2020 minutes were not reviewed for approval at this meeting.

B. PUBLIC COMMENT

NONE

C. REPORTS

1. Human Resources and Employee Relations –Cari Jacoby

- i. HR and EEO office will be working with local agencies doing monthly workshops focused on helping with job applications, resumes, and interview skills
 - We welcome suggestions for agencies
- ii. In December 2020, we will have future educators workshops for students who may want to have a future in education
- iii. Partnering with Mammoth productions to do a recruitment video at multiple schools featuring teachers and staff
- iv. Partnering with Rodney Gaskins to complete monthly reviews of job descriptions to make sure qualifications don't include unnecessary barriers
- v. Committee Discussion
 - Rose O'Hara-Jolley and Alyssa Quintyne – Requested work with the hiring committees on these initiatives to remove implicit bias in the interview process as well

- Kate LaPlaunt requested information as to how HR and the EEO office have been supporting employees during COVID-19
 - a. Cari Jacoby described employee supports to include the following:
 - i. Telework agreements have been put in place where applicable
 - ii. Families First Coronavirus Response Act (FFCRA)
 - iii. Family Medical Leave Act (FMLA) / Alaska Family Leave Act (AFLA)
 - iv. Disability leave options / Americans with Disabilities Act Amendments Act (ADAAA)
- Elizabeth Holm requested clarification on the job description review process
 - a. Cari Jacoby advised that a team of four (4) individuals will review 4-5 job descriptions every month to be sure that there are no barriers to applicants
- Rose O'Hara-Jolley requested if there were supports in place for those employees who may fall through the cracks such as such as homelessness, foster families, or others who may be experiencing challenges and wish to remain anonymous
 - a. Cari Jacoby advised that she would look into possible options that may be available to address these underlying issues

D. OLD BUSINESS

1. Mandatory Training Support Letter by Sub-Committee
 - i. Draft letter read into the record
 - ii. Committee discussion
 - iii. Rodney Gaskins provide insights and corrections
 - Goal is to create a foundation of common understanding and provide tools for addressing oppression and bullying
 - Emphasized that training should be entry level and build up from there while giving tools and resources at every level that can be utilized now
 - a. Outlining a three year training plan in his recommendation
 - iv. Jennifer Luke provided guidance as to the role of the committee
 - Committee brings items to the School Board and makes suggestions as to what is needed
 - Administration implements the Boards initiatives
 - v. Kate LaPlaunt advised that these trainings would be managed through Human Resources
 - Requested the addition that the committee be able to review and provide feedback regarding the training that is to be implemented / developed
 - vi. Committee discussed DEI terminology referenced in the letter
 - vii. Motion to extend meeting for thirty (30) minutes was made by Bea Felter and seconded by Malcolm McEwen. Motion carried unanimously.
 - viii. Committee discussion continued for final edits to the document
 - ix. Final letter read into record
 - x. Rose O'hara-Jolley made a motion to approve the final draft of the letter which was seconded by Bea Felter
 - Ellen Weiser approved with grammatical corrections completed
 - Elizabeth Holm requested more discussion
 - Motion carried with a unanimous vote from all seven (7) committee members still present in the meeting
2. District Consultant for Diversity Training - Rodney Gaskins
 - i. Provided input during the discussion of the mandatory training letter

E. NEW BUSINESS

1. New Opportunities in the Short, Mid and Long-term Goals for Diversity, Equity and Inclusion; Rodney Gaskins
 - i. Agenda item not addressed in this meeting due to time constraints

F. INFORMATION

NONE

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. N/A

H. ADJOURNMENT

Motion to adjourn made by Bea Felter. Denise Newman seconded the motion, and it carried unanimously. Meeting adjourned at 7:49 pm.