

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

**Thursday, September 17, 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/89319394852>

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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

**B. PUBLIC TESTIMONY**

**C. REPORTS**

1. Human Resources and Employee Relations – Ivory McDaniel-Ilgenfritz and Cari Jacoby

**D. OLD BUSINESS**

1. Mandatory Training Support Letter by Sub-Committee
2. District Consultant for Diversity Training - Rodney Gaskins

**E. NEW BUSINESS**

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

**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 does / does not have a quorum.**

Members present:

Alyssa Quintyne  
Brytan 'Bea' Felter  
Ellen Weiser  
Jennifer Luke  
Malcolm McEwen  
Denise Newman  
Elizabeth Holm  
Rose O'Hara-Jolly  
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 17<sup>th</sup> 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.

To Members of the FNSB School Board -

In reference to M. Gadskin's Diversity, Equity, and Inclusion (DEI) Report, the School Board Diversity Committee would like to support and emphasize the need for mandatory DEI training for all levels of FNSB District employees.

We acknowledge the work that many Administration and School Board members have done, and continue to do in addressing the discrimination that many students, families, and staff experience. We are elated to see listening sessions and coalition building as part of the proposed solution towards a more equitable, accessible, and inclusive district. Addressing and eliminating discrimination, microaggressions, and implicit biases in educational and professional spaces will require consistent, extensive, trauma-informed, and holistic educational approaches. Additionally, we must continue to reevaluate the District's current training, hiring procedures, curriculums, resources, regulations, and policies with a better understanding of the implicit biases and inequities that still exist in our structures. After these processes, we must enact the necessary changes to work towards a more equitable school district. This must be a collective effort to ensure that all students, families and staff have the necessary knowledge, skills, and resources in order to address inequities. Mandatory DEI training, listening sessions, and coalition building are the first of many steps.

We recognize that mandatory DEI training may be seen as difficult or cumbersome. However, all staff, board, administration, and committee members in the FNSBSD have made the commitment, per the district's mission statement, to "provide an excellent, equitable education in a safe, supportive environment..." Therefore, DEI training needs to be mandatory. We anticipate that skills acquired through this year's districtwide Social and Emotional Learning initiative should ease participants into experiencing the challenging feelings that arise during DEI training. Facilitators will need to approach training in a trauma informed way to meet participants at their current understanding of DEI. A good DEI facilitator understands that mandatory training may result in some moral licensing backlash from participants. It is important that members of our diverse communities are participating and leading the discussion on topics of their own experiences and can prepare their communities for any unintentional retaliation.

The FNSB and Interior communities have an abundance of expertise and resources in DEI leadership training and facilitation. The district has access to several BIPOC and LGBTQ+ leaders who have experience and expertise facilitating appropriate

DEI training including Implicit Bias, Micro/Macroaggression, and Cultural Competency training. We strongly encourage the district to invest in and consult with local and state community organizations and leaders who are already engaged and providing DEI training and resources. Not only will this build relationships within the community, but trainings are tailored to our community and are culturally relevant and responsive to our unique needs. We recommend the following organizations and leaders:

- First Alaskans Institute - [firstalaskans.org](http://firstalaskans.org)
  - Suggested Trainings: White Supremacy to Allyship
- Native Movement - [nativemovement.org](http://nativemovement.org)
  - Suggested Trainings: Allyship and Action, Decolonization, Detailing and Dismantling White Supremacy
- Fairbanks Greater Chapter NAACP 1001
- Stone Soup Cafe - [breadlineak.org/project/stone-soup-cafe/](http://breadlineak.org/project/stone-soup-cafe/)
- Gender Pack - [genderpack.org](http://genderpack.org)
- Identity, Inc - [identityalaska.org](http://identityalaska.org)
- Full Spectrum Health - <https://www.fullspectrumhealthak.com/>
- Linda Thai MSW
- Access Alaska - [accessalaska.org](http://accessalaska.org)
- Nanook Diversity and Action Center - [uaf.edu/ndac](http://uaf.edu/ndac)

Fairbanks is an extremely diverse city with an active community ready to share their unique perspectives and strengths. Appropriate DEI training is a long term commitment and we are here as a resource to help the FNSBSD meet its goals. This committee acknowledges this work is not easy and also that it is necessary if the district is to achieve its mission statement. Thank you for your continued commitment to strengthen local Diversity, Equity and Inclusion efforts.

Sincerely,

(DC Members Signatures/Names)