

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.