

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<sup>th</sup> 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.