

**Fairbanks North Star Borough Board of Education  
Diversity Committee Meeting In-Person and By Video Conference**

**Thursday, January 20, 2022  
5:30 – 7:00 p.m.**

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

**For Devices: Public Zoom Webinar Link: <https://us02web.zoom.us/j/88689438984>**

**Or by phone, please dial:**

**888 788 0099 (Toll Free)  
877 853 5247 (Toll Free)  
Webinar ID: 886 8943 8984**

**AGENDA**

*For callers - \*6 mutes and unmutes; \*9 raises a caller's hand.*

**A. PRELIMINARIES**

1. Call to Order
2. Land Acknowledgement:  
The Diversity Committee would like to take this moment to respectfully acknowledge we are residing on the traditional land of the Dena people.
3. District Mission Statement:  
Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.
4. Diversity Committee Vision Statement:  
Students, parents/guardians, staff, and community stakeholders at the Fairbanks North Star Borough School District envision learning without boundaries, recognizing, respecting and celebrating differences. Whether our differences are skin color, language, culture, ethnicity, religion, family structure, skill level, challenges or development, sexual orientation, gender identity, age, or socio-economic status or condition, we will ensure all students have the opportunity to realize their lifelong learning potential.
5. Roll Call / Introductions
6. Approval of Agenda
7. Approval of November 18, 2021 Minutes

**B. PUBLIC TESTIMONY**

**C. REPORTS**

1. None

**D. OLD BUSINESS**

1. Fairbanks North Star Borough School District (FNSBSD) Facility Utilization

**E. NEW BUSINESS**

1. None

**F. INFORMATION**

1. [Link to resolutions on District website](#)
2. Dene Atlas Resource

- i. <https://sites.google.com/a/alaska.edu/denemapped/home?authuser=0>

**G. CLOSING COMMENTS FROM COMMITTEE MEMBERS**

**H. ADJOURNMENT**

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

November 18, 2021

**A. PRELIMINARIES**

**1. Call to Order [Delayed start due to technical issues]**

Chrya Sanderson called the meeting to order at 5:50 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:

Deanna Blackburn  
Caroline Brown  
Janelle Chapin  
Erin Janoso  
Malcolm McEwen  
Flora Roddy  
Chrya Sanderson  
Bennett Wong

Administrative support present:

Heather Christian  
Allison Baldock  
Kate LaPlaunt

Other:

Rodney Gaskins  
Karen Melin

Members Not in Attendance:

Sine Anahita  
Marissa Anderson  
Allison Carr  
Taryn Hughes - Excused  
Mae Marsh - Excused  
Clarice Mingo

**6. Approval of Agenda**

Motion to adopt agenda moved by Flora Roddy. Malcolm McEwen seconded the motion.

**7. Approval of the Minutes**

Members reviewed the October 21, 2021 meeting minutes. Flora Roddy made a motion to approve the minutes. Caroline Brown seconded the motion.

**B. PUBLIC COMMENT**

1. None

**C. REPORTS**

1. Welcome New Members / Committee Procedures – Chrya Sanderson
  - i. Group Agreement Discussed
  - ii. Verbal roll call completed acknowledging that committee members present will adhere to the agreement and abide by Diversity Committee Group Agreements. Verbal agreement received from present Diversity Committee members: Chrya Sanderson, Bennett Wong, Flora Roddy,

Malcolm McEwen, Caroline Brown, Deanna Blackburn, Janelle Chapin, Erin Janoso

2. Diversity, Equity, Inclusion Training Update – Rodney Gaskins
  - i. Training update provided for school site locations
  - ii. Adapting training to provide three (3) - one (1) hour trainings
  - iii. Continue open circle community meetings
  - iv. Kate LaPlaunt – How have trainings been adjusted to each audience?
    - Look at needs and culture of the school
  - v. Malcolm McEwen – Report(s) discussed
    - Departments are committed to addressing report topics and continuing to make progress
    - Communication and awareness of DEI initiatives discussed
    - New superintendent DEI training discussed
    - Update on reports requested
      - a. Phase II report available via School Board Meeting August 18, 2020: [DEI Phase II Report](#)

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

1. Student and Staff with Disabilities – Caroline Brown
  - a. Resolution discussed
  - b. Designate month for awareness of disabilities
  - c. Next steps discussed
2. District Form Review – Erin Janoso
  - a. Discussed work to be done to make forms more inclusive
  - b. Next steps moving forward
    - i. Meeting with Jo Malbert Narvaez - Nanook Diversity and Action Center discussed
      1. Federal form requirement challenges noted
  - c. Budget ramifications noted
  - d. Process and procedure for updating forms discussed

#### **A. NEW BUSINESS**

1. FNSBSD Budget – [Presentation from School Board Meeting November 16, 2021](#)
2. FNSBSD Facility Utilization – Karen Melin
  - i. Western Demographics [school efficiency report](#) discussed
  - ii. Task force has been formed and is focusing on this issue
  - iii. Report will be presented at the [December 6, 2021 Board Work Session](#)
  - iv. Opportunity to engage and participate in the process
    - December 7, 2021 School Board Meeting
    - January 18, 2021 School Board Meeting
  - v. February 1<sup>st</sup> vote
  - vi. History and school demographics discussed
  - vii. Chrya Sanderson - Once buildings have been identified, can they be utilized for something else?
    - Property not utilized by the District will revert back to the Fairbanks North Star Borough
  - viii. Erin Janoso – When would closure take place?
    - Fall 2022
  - ix. Malcolm McEwen – What happens to the staff?
    - Negotiated Agreement contract language discussed
  - x. Caroline Brown – Are there particular ways this committee can engage in this work?
    - Give feedback once report comes back
  - xi. Granular information – making an informed decision
    - What services are in that building, where they are going and associated costs

#### **B. INFORMATION**

1. [Link to resolutions on District website](#)
2. Dene Atlas Resource
  - i. <https://sites.google.com/a/alaska.edu/denemapped/home?authuser=0>

**C. CLOSING COMMENTS FROM COMMITTEE MEMBERS**

1. Malcolm McEwen – Thanks to Rodney and presenters
  - i. Requested information about how Phase II report is being implemented
  - ii. Requested a copy of the [FNA and School District mediation agreement of 1987](#)
2. Bennett Wong
  - i. Noted need for focus on the impact to marginalized groups while developing the budget and transition planning
  - ii. Noted students who bring up issues with race and other marginalized students need to be protected
  - iii. Requested changing the Diversity Committee's name to Diversity, Equity, and Inclusion Committee
  - iv. Curious about educator who was let go along with a video from a person of color noted
  - v. Questions raised regarding DEI training and the report of discrimination
3. Flora Roddy
  - i. Bright Futures Training Session update – National Summit on School Safety
  - ii. College Fair held where over two-hundred (200) students throughout Alaska attended
  - iii. Noted incident with the tutor along with a recording being reviewed
4. Chrya Sanderson – [Clarksville Elementary School Video](#)
  - i. [June Nelson Award scholarship](#)

**D. ADJOURNMENT**

Chrya Sanderson adjourned the meeting at 7:45 pm. Motion to adjourn was made by Flora Roddy and seconded by Caroline Brown. Motion carried unanimously.

## 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 confidential 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