

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

**Thursday, October 21, 2021
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/86174695963>

Or by phone, please dial:

**888 788 0099 (Toll Free)
877 853 5247 (Toll Free)
Webinar ID: 861 7469 5963**

AGENDA

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

A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement
3. District Mission Statement
4. Diversity Committee Vision Statement
5. Roll Call / Introductions
6. Approval of Agenda
7. Approval of September 23, 2021 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. Departmental/Community Partner Presentation: Teaching and Learning – Chane Beam

D. OLD BUSINESS

1. Superintendent Search Update
 - i. Letter to the School Board – Alyssa Quintyne
2. DC member representation/presentations
 - i. BFF presentation request

E. NEW BUSINESS

1. DC Membership Recognition
2. Non-Binary Options for District Forms

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

September 23, 2021

A. PRELIMINARIES

1. Call to Order

Erin Morotti called the meeting to order at 5:34 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

Allison Carr

Janelle Chapin

Brytan 'Bea' Felter

Taryn Hughes

Erin Janoso

Malcolm McEwen

Erin Morotti

Rose O'Hara-Jolley

Alyssa Quintyne

Ellen Weiser

Bennett Wong

Administrative support present:

Heather Christian

Kate LaPlaunt

Other:

Rodney Gaskins

Flora Roddy

Maria Berger

Members Not in Attendance:

Clarice Mingo

Marissa Anderson

6. Approval of Agenda

Motion to adopt agenda moved by Alyssa Quintyne. Ellen Weiser seconded the motion, and it carried unanimously.

7. Approval of the Minutes

Members reviewed the May 20, 2021 minutes and the August 26, 2021 meeting notes. Alyssa Quintyne made a motion to approve the minutes. Malcolm McEwen seconded the motion, and it carried unanimously.

B. PUBLIC COMMENT

1. None

C. REPORTS

1. Training Session – Rodney Gaskins

- i. Update provided on Diversity, Equity, and Inclusion (DEI) training completed with Boreal Sun Charter School
- ii. Upcoming DEI training detailed

- ESSA in-Service training is on October 1, 2021 (ESSA Staff Members Only)
- Fairbanks Coalition Builders Open House on October 13, 2021 from 5 -7 pm
- iii. Working with Human Resources regarding under-represented populations
- iv. New grant awarded for restorative justice discipline
 - Diversity Committee members can reach out if interested in forming a caucus group regarding DEI
 - Alyssa Quintyne – Grant question/concern discussed
- v. Bennett Wong noted concerns for marginalized groups and DEI training where those groups are becoming re-traumatized and requested information on strategies to sustain this training and advance it as well to keep an equitable space that focuses on safety of marginalized groups
 - Rodney Gaskins discussed concerns and goals of training

B. OLD BUSINESS

1. ANE Board of Education Advisory Representative
 - i. Status update – Bea Felter
 - ANE Board of Education Advisory Representative request needs to be presented to Superintendent by ANE Parent Advisory Committee (PAC) along with the letter of support from the Diversity Committee
 - ii. **Bea Felter made a motion to approve the Diversity Committee letter with added date and signature block and submit it through Brianna Gray, Alaska Native Education Director. Malcolm McEwen seconded the motion, and it carried unanimously.**
2. Student and Staff with Disabilities Resolution
 - i. Status update on resolution letter - Taryn Hughes, Alyssa Quintyne and Kate LaPlaunt
 - Completed tasks reviewed and suggestions for moving the resolution forward discussed
 - ii. **Motion made by Ellen Weiser to have Caroline Brown and Taryn Hughes take on the committee work for the Student and Staff with Disabilities Resolution. Bennett Wong seconded the motion, and it carried unanimously.**
3. Superintendent Search Update
 - i. Status update on letter of support for implicit bias training for the Board of Education – Taryn Hughes and Alyssa Quintyne
 - Continued relevancy of the letter of support discussed
 - History of letter reviewed with new committee members
 - Superintendent hiring process discussed
 - Other options to the letter of support discussed
 - Influence and time frame and noted the power in making a statement regardless of the result
 - Effect of elections and School Board turnover discussed
 - **Motion made by Caroline Brown to extend meeting to 7:30 pm. Janelle Chapin seconded the motion, and it carried unanimously.**
 - **Motion made by Caroline Brown to move forward with letter or other correspond to the School Board that outlines approaches that the Diversity Committee would like to see as it moves forward such as implicit bias training and suggested interview questions. Bennett Wong Seconded the motion, and it carried unanimously.**
4. DC member representation / presentations
 - i. NAACP meeting representation – Taryn Hughes / Maria Berger

- Erin Morotti advised that Wendy Dominique asked Maria Berger to provide a brief statement
 - Education committee for the NAACP meets every other Wednesday and will meet next Wednesday
 - Their committee aligns with what the Diversity Committee is doing and would like more of a connection with the district and the School Board
 - Requested to have a Diversity Committee representative speak with their group and requested they connect with Wendy Dominique for further information
 - **Motion made by Allison Carr to have Rose O’Hara-Jolley present at the next available NAACP Education Committee meeting. Deanna Blackburn seconded the motion, and it carried unanimously.**
- ii. BFF presentation – No updated provided

C. NEW BUSINESS

1. DC membership Update/Term Limits
 - i. Application process discussed
 - ii. Memberships groups discussed
 - iii. Member duties discussed along with minimum attendance requirements

D. INFORMATION

1. [Link to resolutions on District website](#)
 - i. Update on current School Board resolutions provided by Erin Morotti
 - ii. Noted 100% positive public testimony provided to the School Board
2. Dene Atlas Resource
 - i. <https://sites.google.com/a/alaska.edu/denemapped/home?authuser=0>
 - Land name map of the entire state and you can see all the different parts of our town and the land that it is on. Really, cool resource to see what things are called and the reasoning behind that.

E. CLOSING COMMENTS FROM COMMITTEE MEMBERS

Allison Carr – Noted Every Child A Reader Opportunity: <https://everychildareader.net/>

- Submit proposals to host the National Ambassador or Young People’s Literature in Spring 2022 for grades 5 - 12: <https://everychildareader.net/ambassador/events/>

Ellen Weiser – Shared journey with the Diversity Committee

Erin Morotti thanked everyone for attending the meeting

F. ADJOURNMENT

Erin Morotti adjourned the meeting at 7:32pm . Motion to adjourn was made by Bea Felter and seconded by Bennett Wong. Motion carried unanimously.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

DATE:

TO: MEMBERS OF THE FNSB SCHOOL BOARD

FROM: BOARD DIVERSITY COMMITTEE

SUBJECT: SUPERINTENDENT SEARCH LETTER

In relation to the Fairbanks North Star Borough School District position for Superintendent -

We the members of the Diversity Committee have the purpose and intention of educating and guiding the District Board and Administration with its goals of diversity, equity, and inclusion (DEI). Our committee strives to represent and engage with our communities, both in person and position. Our identities prove vision, our origins give foundation, and our experiences share a collective value that every person and the identities they carry are invaluable to the success, safety, and progression of our communities as a whole. Regardless, as a student, a teacher, a principal, or a parent, we all have a space and a role in education.

Our superintendent is one of the most influential positions within the District. In many ways, they are the face and leading voice of both the Board and Administration to the community. They set the tone and direction of funding, access of the resources, and understanding of their students and staff. Ideally, the Superintendent is representative and responsive of their community - and yet we know in the Fairbanks North Star Borough (FNSB), that is not the case. When we look at the demographics of that leadership, we know and can see the lack of representation, diversity, equity, and inclusion. Within the lenses of race, gender, and accessibility, we know and can see the barrier and violence against those identities that prevent us from leadership, for safety, for a seat at the table. We have had one Black Superintendent. We have never had a Native, Asian and Pacific Islander, Latino, Queer, Disabled, or Migrant Superintendent in the history of the Interior. Our district administration does not make adequate attempts to provide resources and training to catch the microaggressions, lack of accessibility, and ignorance that create barriers for leaders and educators in our marginalized communities to have a seat at the table. Our administration makes no attempt to prioritize or encourage those applicants from those marginalized communities to apply.

Our District commitment and understanding of DEI is inadequate. We move at the pace of comfort, and not at the pace of understanding and action. We center our biases, and not the students and staff that suffer at the hands of our biases. We must, at every role, especially Superintendent, do better at learning and centering the representation, engagement, and safety of our students, staff, and communities in our educational system. Equity is not the same as equality. Equality simply ensures that all people are treated the exact same way, regardless of identity, accessibility, or circumstance. Equity means everyone is provided with what they need to succeed. This means looking at the racial, gender,

accessibility needs of our District, combating and dismantling the barriers and systems of violence that exist within our public educational systems, and providing the resources and education true and representative of our communities.

Diversity is not trying to get one of each community in the room or at the table - it is ensuring that everyone at the table is representative of the community you serve, and examining the position of power, authority, and engagement they are given when they sit down.

Inclusion is not just making sure you listen to those folks at the table; it is sharing power, authority, and trust with those there and those coming in.

While the board cannot control this legacy of under-representation, the board can expand its learning and commitment to ensure the best Superintendent is chosen to represent our students and staff moving forward. The board can commit to attending Implicit Bias and Microaggression training, and work with the administration to identify and review any prejudice and barriers in the application and reviewing process for superintendent applicants. The Board can state the explicit intention and commitment to prioritize applications and interviews of applicants from communities marginalized and under-represented within the Borough. The Board can add additional demographic and screening questions to allow space for applicants to talk about their understandings and commitment to advancing and protecting the diversity of our students and staff, and how they will implement inclusive and equitable policies for all District personnel.

Though this work is additional, it is a necessary step in ensuring the true advancement of the District's DEI goals. That is the duty and obligation the Board and its Administration agreed to fulfill. The FNSBSD Diversity Committee is happy and willing to both guide and work with the District in seeing that work through.

Sincerely submitted by the FNSBSD Board Diversity Committee.

2021 - 2022 Lottery Application

f361331@k12northstar.org [Switch account](#)



* Required

Student Information

*A separate application (form) must be completed for each child applying to Watershed.

Student LAST name *

Your answer

Student FIRST name *

Your answer

Student gender *

Male

Female



Student Date of Birth

Date

mm/dd/yyyy

Grade entering 2021-2022 school year *

- Kindergarten
- 1st grade
- 2nd grade
- 3rd grade
- 4th grade
- 5th grade
- 6th grade
- 7th grade
- 8th grade

Last school/program attended: *

Your answer

NAMES and GRADES (2021-2022) of school-aged siblings who are also applying to Watershed. **A separate application must be submitted for each child. *

- My child does not have any K-8 siblings applying to Watershed.
- Check this box and "Other" below to include names and grades of siblings (ex. "Jim Smith (8)" also applying to Watershed.
- Other:



Does your child have an active IEP or 504 plan? Checking "Yes" allows up to follow up with you after the lottery to best prepare to meet your child's needs. *

- No - my child does not have an IEP or 504 plan.
- Yes - my child has an active IEP plan.
- Yes - my child has an active 504 plan.

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