

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

August 22, 2019

**A. PRELIMINARIES**

**1. Call to Order**

David Rucker called the meeting to order at 5:31 PM in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

**2. Roll Call / Introductions**

Members present:

Heather Johnson

Maxine Dibert

Carrie Bragonier

Flora Roddy

Jazzanne Gordon-Fretwell

Rose O'Hara-Jolly

Alyssa Quintyne

Administrative support present:

David Rucker

Shayna Lunt

Members Not in Attendance:

Elizabeth Holm (excused)

Sharon McConnell (excused)

Ashley Strauch (excused)

Katie Dabney (excused)

**B. APPROVAL OF THE MINUTES**

1. A motion was made to approve the minutes from April 2019. The motion was seconded, and passed.

**C. REPORTS**

**1. Face of Fairbanks**

- i. Went over Faces and Fairbanks and showed the website and if you know of someone who wants to showcased.
- ii. Distribute flyers for Diversity Committee.

**2. Employees on the Committee**

- i. The question of employees serving on the committee was brought up. Per school board policy, employees are exempt from being on the Diversity Committee, in a Parent or Community role. Unless appointed by their associated union, District employees.

**D. OLD BUSINESS**

1. N/A

**E. NEW BUSINESS**

**1. Equity Policies:**

We tried to keep the policy language the same throughout all the policies.

130s are the board policies. The 1000s are for the students.

- 130: Non- Discrimination
  - Added genetic information and gender expression
- 131: Harassment

- What about perceived harassment? Adopted child who is not Jewish like her family, receives hateful comments about being Jewish based on the religion of her siblings. She is perceived as Jewish.
- What local organizations can we utilize to handle and learn from these situations? National and International organizations are very base level. Is there anything the committee can do for free that would allow people to take trainings her locally.
- NCBI is a huge push from the board to push diversity and inclusion across the District.
- Send organizations to him that offer trainings and resources to help local healing in our community.
- 131.1 AR
  - This policy, depending on how things lay out,
- 523: Nondiscrimination-Gender Identity
  - Make sure that this is in line with case law
  - Put a flag under G
- 523: AR
  - Definition C: Gender Identity: REMOVE THE WORD CONSISTENCY: Consistency could cause an issue as a person has been consistently perceived as a specific gender.
  - If clothes or hair style is an issue is gender expression. How students feel is internal and gender identity.
  - Students who may not know what their gender identity is... what about questioning students? There could be clearer questioning.
  - Put flag Definition G:
    - Sexual preferences refer to Kinks.... INSTEAD use Sexual Orientation
    - Sexual preferences means what would you like to have happen to you.
  - ADD A DEFINITION Create a space for any other identity that is not listed.
  - There is an appreciation of the additions that have been made towards pronouns and equity and inclusion.
- 534:
  - Prevue
  - 8:B Employees understand your rights
- Policy 535
  - Who a district employee can report to.
    - "Employees should report to..... And/or.... The districts EEO officer.
    - What does immediately mean? Maybe timely fashion? Under Title IX there is no statute of limitation.
    - Responsible employees referees to management or supervisors
    - 2nd paragraph last sentence (should be not limited to)
- AR 535
  - Where is touching? Does that fall under unwanted conduct?
- 811.2 Policy:
- AR 1011: Gender Identity
  - Consistent and youth around gender identity
  - Does PowerSchool need to have an update that shows a student is transitioning?
  - The chain of information may out them or
  - To prevent outing a student, have a student call off their own name instead of calling out names of students and outing a student who is male as transitioning to female.
  - REMOVE SEXUAL PREFERENCE AND REPLACE TO SEXUAL ORIENTATION.
  - TRANSGENDER OR NON-Conforming
  - NG GO WITH GENDER EXPRESSION OR GENDER IDENTITY.

**F. INFORMATION**

1. N/A

**G. ADJOURNMENT**

1. David Rucker made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 8:02 PM.