



**Purpose Statement:** The Orange County Schools (OCS) Equity Task Force engages diverse voices, committed to equity in Orange County Schools and the community, in an open dialogue on issues of race and areas of improving equity in Orange County Schools. The OCS Equity Task Force advises and makes recommendations to the OCS Board of Education and the OCS Superintendent with regard to matters of equity in Orange County Schools.

## OCS Equity Task Force Meeting

Date: April 7, 2022

### Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Heard from charter members of the OCS Equity Task Force
- ✓ Reviewed the OCS Equity Policy
- ✓ Reviewed the OCS Equity Task Force By-Laws and Charge Statement
- ✓ Reviewed any Agenda Items

### Equity Protocol:

The Four Agreements of Courageous Conversations.

<b>1</b> <b>stay engaged</b> <small>Staying engaged means "remaining morally, emotionally, intellectually, and socially involved in the dialogue".</small>	<b>2</b> <b>experience discomfort</b> <small>This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open.</small>
<b>3</b> <b>speak your truth</b> <small>This means being open about thoughts and feelings and not just saying what you think others want to hear.</small>	<b>4</b> <b>expect &amp; accept nonclosure</b> <small>This agreement asks participants to "hang out in uncertainty" and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.</small>



### Community Agreements:

Start and end on time	Intentionally center and emphasize the needs, experiences, voices and outcomes for African American, Latino, Emergent Bilingual/Multilingual, Students of Families Facing Economic	Disagree with ideas, not people; it's ok to speak in draft
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	Challenges; LGBTQ+, and Students with Disabilities	
Speak to be understood; listen to understand	Ensure all voices are heard	What's said in the room stays in the room, what's learned in the room is shared; Maintain a safe space for meaningful conversations
Be mindful of intersectionality		

**Attendees:**

Time Needed	Topic	Notes/Minutes	Who
6:00-6:05 (5')	Review of Equity Protocol and Community Agreements and minutes		All
6:05-6:35 (30')	Charter members of the OCS Equity Task Force		Victoria Mattison Latrandra Strong
6:35-7:35 (60')	Review of the OCS Equity Policy		Kumar Sathy All
7:35-8:00 (25')	Review of the OCS Equity Task Force By-Laws and Charge Statement		All

**Future Agenda Items:**