



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, class, and other personal characteristics in order to improve 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 Orientation

Date: March 21, 2022

Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Been introduced to and offered feedback on the Equity Protocol and Ground Rules
- ✓ Engaged in an icebreaker/introduction
- ✓ Set a calendar of meetings
- ✓ Reviewed any Action Items

Equity Protocol:

The Four Agreements of Courageous Conversations.

1 stay engaged <small>Staying engaged means "remaining morally, emotionally, intellectually, and socially involved in the dialogue".</small>	2 experience discomfort <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>
3 speak your truth <small>This means being open about thoughts and feelings and not just saying what you think others want to hear.</small>	4 expect & accept nonclosure <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, Native/Indigenous, Latine, English Language Learners, Economically	Disagree with ideas, not people; it's ok to speak in draft
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	Impacted, LGBTQ+, and Students with Disabilities	
Speak to be understood; listen to understand	Ensure all voices are heard	Maintain a safe space for meaningful conversations

Attendees:

Time Needed	Topic	Notes/Minutes	Who
6:00-6:15 (15')	Welcome	Notes:	Mrs. Carrier Doyle Dr. Felder
6:15-6:45 (30')	Equity Protocol and Community Agreements	Notes:	All
6:45-7:45 (60')	Icebreaker	Notes:	All
7:45-8:00 (5')	Set a calendar of meetings	Notes:	All

Future Agenda Items: