



**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: 2/15/21

### Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Engaged in the Courageous Conversation Protocol and Group Norms
- ✓ Review district Equity Plan
- ✓ Reviewed any Action Items

### Courageous Conversations Protocol:

#### THE COMPASS



#### THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness."

#### THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

### Group Norms:

- ✓ Intentionally center and emphasize the needs, experiences, voices and outcomes for our centered student groups (SOC, EL, ED, SWD, McKinney-Vento; ESSA)
- ✓ Disagree with ideas, not people; it's ok to speak in draft
- ✓ 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

**Attendees:** Charlene Campbell, Dena Keeling, Emily Elstad, Jocelyn Glazier, Magie Fergus, Monique Felder, Sandra Blefko, Sherita Cobb

Topic	Notes/Minutes
Courageous Conversation Protocol and Group Norms	<b>Notes:</b> Not reviewed
Review district Draft Equity Plan	<b>Notes:</b> Reviewed Equity Framework and Goals  Discussion on ensuring that Equity Plan is written in such a way that everyone will understand and edit suggestions were made to achieve this  Discussion on The Equity Plan being a way to bring families and the entire OCS community into the equity work  Debriefed Board Community Engagement Meeting
Review any action items and future agenda item	Notes:

**Action Items:**

What	When	Who

**Future Agenda Items:**

- New Equity Task Force members process
- Racial Equity Policy and Harassment Policy