



**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: 2/1/21

### Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Reviewed the Courageous Conversation Protocol and Group Norms
- ✓ Reviewed and provided feedback on the Review of School Names
- ✓ Begun to 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:** Connie Crimmins, Dena Keeling, Jason Johnson, Jocelyn Glazier, Kathleen Dawson, Magie Fergus, Melany Stowe, Richard Lewis, Sandra Blefko, Teresa Bunner, Victoria Mattison.

Topic	Notes/Minutes
<b>Courageous Conversation Protocol and Group Norms</b>	<b>Notes:</b> Reviewed
<b>Review of school name</b>	<p><b>Notes:</b> Reviewed team reflections from prior meeting</p> <p>Discussion of the history of segregation in the OCS, including at Board of Education meetings. Members discussed the importance of knowing the history as part of the renaming discussion.</p> <p>Discussion on the name of Cameron Park school and the equity reasons for renaming it.</p> <p>The Equity Task Force Recommendation: Maintain the names of Stanback and Central. It's part of history of the black community</p> <p>Discussion on next steps: Feedback is being collected and will be presented to the Board. The Board will make a decision on next steps. If they decide to change the name of any schools, they will follow that process</p>
<b>Review district Equity Plan</b>	<p><b>Notes:</b> Engaged in discussion on the history, culture, and assets of OCS. Suggestion was made to engage in this discussion with other groups, including students, and compare answers</p> <p>Reviewed Map of Race and Ethnicity by County Subdivision in Orange County</p> <p>One of the outcomes of the Equity Plan needs to be to incorporate how to get people to understand the history and to change the perceptions of some schools</p> <p>Reviewed and discussed district data and what additional data needs to be reviewed, including how our looks compared to district across the state</p>

Review any action items	Notes: None
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**Action Items: None**

What	When	Who

**Future Agenda Items:**

- **Racial Equity Policy and Harassment Policy**
- **New Equity Task Force member process**