



**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: 1/12/21

### Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Reviewed the Courageous Conversation Protocol and Group Norms
- ✓ Debriefed Community Engagement Committee Meeting
- ✓ 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:** Charlene Campbell, Connie Crimmins, Dena Keeling, Emily Elstad, Magie Fergus, Melany Stowe, Sandra Blefko, Sherita Cobb, Teresa Bunner, Victoria Mattison.

Topic	Notes/Minutes
<b>Courageous Conversation Protocol and Group Norms</b>	<b>Notes:</b> The team engaged in a Compass Check
<b>Debrief of Community Engagement Meeting</b>	<b>Notes:</b> Debriefed Community Engagement Meeting  Discussion on helping people understand the historical context for the hurt and mistrust by groups within the community and the need to heal
<b>Review of the school name</b>	<b>Notes:</b> Discussion on why the review was being conducted and how the information in the summary was compiled  Discussion on how Central Elementary name got its name, because of connection to Central High School  Discussion on how AL Stanback got its name, the community wanted to have that school named after AL Stanback
<b>Review district Equity Plan</b>	<b>Notes:</b> Not Reviewed

**Action Items:**

What	When	Who

**Future Agenda Items:**

- Review Draft district Equity Plan framework and goals
- Racial Support Guidelines policy