



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: 11/30/20

Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Reviewed the Courageous Conversation Protocol and Group Norms
- ✓ Discussed Joint Board/Equity Task Force meeting
 - o Reviewed updated recommendations from February Joint meeting
 - o Discussed the next phase of the OCS Equity Task Force
- ✓ 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; Maintain a safe space for meaningful conversations

Attendees: Teresa Bunner, Charlene Campbell, Sheritta Cobb, Kathleen Dawson, Emily Elstad, Magie Fergus, Monique Felder, Joselyn Glazier, Jason Johnson, Dena Keeling.

Topic	Notes/Minutes
Courageous Conversation Protocol and Group Norms	Notes:
Review updated recommendations	Notes: Reviewed Equity Task Force Recommendation to the Board
Discuss the next phase of the OCS Equity Task Force	Notes: Discussion on creating an Equity Advisory Board that would be under the district and the Chief Equity Officer Discussion on the responsibilities of the Equity Advisory Board Equity Task Force recommendation: The district move forward with the creation of an Equity Advisory Board
Review any action items	Notes: Reviewed

Action Items:

What	When	Who
Assign a member to speak on each recommendation	Before Jan 8th	Dr. Keeling

Future Agenda Items:

- Racial Support Guidelines policy