



**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: 11/2/20

### 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 recommendations from February Joint meeting
  - o Reviewed Reviewed Resolution for the Board’s Next Steps towards Equity in Education in OCS
  - o Discussed equity action steps for this year, timelines, and evidence of success
- ✓ 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:** Charlene Campbell, Emily Elstad, Dr. Dena Keeling, Jason Johnson, Jocelyn Glacier, Katheleen A. Dawson, Dr. Monique Felder, Magie Fergus, Sandra Blefko, Victoria Mattison

Topic	Notes/Minutes
Courageous Conversation Protocol and Group Norms	<b>Notes:</b>
Joint Board/Equity Task Force meeting	<b>Notes:</b> Discussed Equity Task Force Recommendation to the Board to be discussed at the Board Community Engagement Committee
Review any action items	<b>Notes:</b> None

**Action Items:**

What	When	Who

**Future Agenda Items:**

- Discussion on next steps for Equity Task Force
- Racial Support Guidelines policy