



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: 10/5/20

Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Reviewed the Courageous Conversation Protocol and Group Norms
- ✓ Been introduced to the OCS Family and Community Engagement Department and their 2020-2021 goals
- ✓ Reviewed and approved minutes from 2/3/20, 8/31/20 and By-laws updates
- ✓ Given feedback on the DRAFT OCS Gender Support Guidelines
- ✓ Discussed the Equity Task Force as a Board Task Force
- ✓ Discussed Resolution for the Board’s Next Steps towards Equity in Education in OCS
- ✓ 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:

Dena Keeling, Katheleen Dawson, Emily Elstad, Jason Johnson, Richard Lewis, Sherita Cobb, Victoria Mattison, Charlene Campbel, Magie Fergus, Sandra Blefko, Jocelyn Glazier

Topic	Notes/Minutes
Courageous Conversation Protocol and Group Norms	Notes: Reviewed
Introduction to Family and Communication Engagement Department and discussion of their goals	Notes: Mr. Richard Lewis presented on and answered questions about the Supervised Learning Labs Mrs Blefko presented on the Family Liaisons and discussed the work they're doing. Goals for the year are centered in Equity. <ul style="list-style-type: none">● Holding Parent Academies in English, Karen and Burmese● Meeting with other community partners, staff members, social workers and nurses.● Creating Affinity Space for the Black families, a space for healing.● Here to not only serve the community but also the staff.● Family Liaisons are bilingual but they are not only for the Spanish speaking families. They are for all families.
Review and approval 2/3/20 and 8/31/20 meeting minutes and By-Laws	Notes: Reviewed and approved minutes. Discussion on recommendation on revisions to By-Laws
Feedback on DRAFT Gender Support Guideline	Notes: Discussion on DRAFT Gender Support Guideline included the need to have representation of the LGBTQ+ community on the Equity Task Force Discussion on the process for collecting feedback on Guidelines which included sharing with Equity Leads and students Equity Teams and GSA's for input/ feedback from a more diverse group. The Equity Task Force supports the stance and broad goals articulated in the Gender Support Guidelines document.

Discussed the Equity Task Force as a Board Task Force	<p>Notes: This item was tabled for a later meeting until all members are present</p>
Reviewed Resolution for the Board's Next Steps towards Equity in Education in OCS and discussed recommendations for implementation	<p>Notes: Reviewed Resolution for the Board's Next Steps towards Equity in Education in OCS</p> <p>Recommendation: The district goes through each item and decides who will be responsible for taking the lead for accomplishing each task and include the Equity Task Force as needed to accomplish the goals.</p>
Review any action items	<p>Notes:</p>

Future Agenda Items:

- Prepare for a Fall Joint Board/Equity Task Force Meeting- Review recommendations from 2/24/20 Joint Board/Equity Task Force Meeting and decide on recommendations for 2020-2021 school year
- Some students would like a Racial Support Guidelines Policy. The Equity Policy doesn't speak of support and protection for our different racial groups in the same way that the Gender Guidelines do.