



OCS Equity Task Force Meeting Minutes

August 31, 2020

Attendees:

Halle Boroski, Carter Clay, Zakhee Degrafferiend, Hana Leonard, Ethan Horton, Matthew Hunt, Collin OHagerty, Steven Bellamy, Lidia Runyambo, Savanna Clay, Emily Elstad, Latandra Strong, Jocelyn Glazier, Sandra Blefco, Connie Crimmins, Jason Johnson, Sherita Cobb, Victoria Mattison, Monique Felder, Kathleen Dawson, Kumar Sathy, Melany Stowe, Daniel Kearns, Alexis Kagel, Erin Czapala, Kelly Arnold, Teresa Bunner

Topic	Notes/Minutes
<p>Intro: Purpose Statement Introduction of Guests</p>	<p>Notes: Dr. Keeling went over the Purpose Statement and introduced the OHS student panel and Mr. Hunt, Principal of OHS; Equity Leads from schools were also in attendance</p>
<p>Courageous Conversation Protocol and Group Norms</p>	<p>Notes: Dr Keeling went over the Courageous Conversation Protocol and Group Norms. Equity Task Force member agreed with the norms</p>
<p>Student Narratives</p>	<p>Notes: Students spoke about their experiences as it relates to equity.</p> <p>Positive changes: African American history course being implemented; OCS Equity Policy; Support from Mr. Hunt</p> <p>Equity issues: Use of racial slurs in classes; not feeling included; feeling uncomfortable in American History classes because of how people of color are represented; lack of diversity in advanced class (students and teachers); lack of representation in textbooks; lack of accountability when someone does harm, even if it is not intentional hurts</p> <p>Recommendations: Incorporate Indigenous and Latinx history course; the need for school to be a safe space for all; course on gender and sexuality; people need to be taught the history and</p>

	<p>weight of the racial slurs that they use; diverse staff; hold people accountable when they commit racial harm; lead with love and acceptance;tTeachers be required to take an equity class in the summer</p> <p>Q&A: Is there a dialog in school regarding individual acts of racism and institutional racism? No discussion at school unless there is an incident.</p> <p>What kinds of things can elementary teachers do to make an impact? The students need to know that everyone is created equal; don't stray away from difficult topics, start teaching equity to students at a young age; one student expressed feeling isolated in elementary and talked about segregation in classes.</p> <p>How many of you want to be an educator and why and why not? Parents taught me that knowledge is power; want to be a safe place for people; want to prevent hurt and help people and impact children; want to include all students in all backgrounds; want to fight racial Injustice.</p>
<p>Reflection: Where are you on the Compass?</p>	<p>Notes: After hearing from the students,some of the thoughts Equity Task Force members and Equity Leads expressed:</p> <ul style="list-style-type: none"> ● How can we work together with the Lantix and African American students? ● Ready to act ● Worry about technical issues and not connecting with students ● The students are not asking impossible requests. They ask for teachers that look like them, treat them fairly ● What are we doing to protect our students and teachers? ● What barriers have we created and we can remove it? ● I feel angry ● We need to listen to students and parents when they report harm ● We need to hold people accountable ● We need to be courageous. ● Feeling discouraged for what is happening not only in our nation but in our district. ● Encourage the kids to speak out. ● Why are we not able to recognize advanced black learners and how can we help them? ● We can demand that students can talk about race in an open way.

	<ul style="list-style-type: none">● The students will set up the agenda for us.
Discussion: How can the Equity Task Force support Equity Leads	Notes: <ul style="list-style-type: none">● Equity issues with Lucy Calkins Curriculum● Communication between teams.● Ensure that we are supported by the district.● How PTAs and PTOs can assist this work? How do these groups be more diverse?