



Vision: We envision a public-school system that prepares all students to be creative constructive thinkers who become healthy, productive and responsible members of our community and the world.

Mission: Orange County Schools provides learning opportunities that develop resourceful citizens prepared to engage in an ever changing and diverse world.

Equity Task Force Meeting

Date: 2/3/20

Group Norms:

- ✓ Start and end on time!
- ✓ Stay engaged
- ✓ Speak YOUR truth; Use “I” statement
- ✓ Experience discomfort
- ✓ Expect and accept non-closure
- ✓ Embrace paradox/there are multiple truths
- ✓ Intentionally center and emphasize the needs, experiences, voices and outcomes for our identified student groups (SOC, EL, ED, SWD)
- ✓ 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

Meeting Outcomes:

By the end of the meeting, participants will have—

- ✓ Reviewed Group Norms
- ✓ Reviewed and approved minutes from 12/16 and 1/6
- ✓ Reviewed and approved the Equity Task Force By-laws
- ✓ Reviewed and approved Equity Task Force Application
- ✓ Discussed Board agenda items
- ✓ Reviewed any Action Items

Attendees: Charlene Campbell; Sherita Cobb; Victoria Mattison; Jason Johnson; Emily Elstad; Dr. Dena Keeling; Teresa Bunner; Connie Crimmins; Sandra Blefko; Latarndra Strong; Dr. Jocelyn Glazier; Dr. Monique Felder

Time Needed	Topic	Notes/Minutes
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<p>5:30-5:35 (‘5)</p>	<p>Group Norms</p>	<p>Notes: Reviewed Group Norms; everyone agreed</p>
<p>5:35-5:45 (‘10)</p>	<p>Review and approval of items</p> <ul style="list-style-type: none"> ● Meeting minutes ● By-laws ● Application 	<p>Notes:</p> <ul style="list-style-type: none"> ● Minutes: Minutes informative; No issues or questions ● By-laws: By-Laws presented at December – revisions made and updated version of by-laws placed in Drive folder; By-Laws Approved ● New Member Application <ul style="list-style-type: none"> ○ DRAFT Application presented during January meeting – wording changes and formatting changes asked for; Application has been updated and looking for approval from ETF ○ Question – Which race do you identify as – what happens if all applications put down “prefer not to answer”; Dr. Keeling to check with Jonathan regarding wording/legality if answer option can be taken off application ○ Everyone agrees to move from DRAFT once question regarding legality is answered.
<p>5:45-6:30 (‘45)</p>	<p>Board agenda items:</p> <ul style="list-style-type: none"> ● Review of the Task Force's Charter ● What will the Task Force be working on and focusing on, and some insight why? ● What are the accomplishments of the Task Force? What challenges is the group having? ● What groups/people are part of the collaboration? (i.e besides the list of Task Force members and what area they represent, who outside the Task Force are we leveraging?) ● How does the community input or learn more about the Task Force? ● How are results or topics being shared to the community? Is there a location on our website where our community can understand what the group is doing, results,. meeting times, etc... ● What feedback/results are we getting from our stakeholders? (teachers, parents, admin, schools, etc...) ● What can the Board do to support? ● What are the biggest priorities? Why those? ● From the perspective of the task force, how can the board better live into its role in pursuing equity? Is there advice they have for us? 	<p>Notes:</p> <ul style="list-style-type: none"> ● Review of questions from Board: <ul style="list-style-type: none"> ○ Review of the Task Force's Charter Charter = By-Laws ○ What challenges is the group having?Having a diverse team, transparency about how to rotate on/off team ○ How does the community input or learn more about the Task Force? Is there a location on our website where our community can understand what the group is doing, results,. meeting times, etc... Redesigning Equity department website to share information (meetings, resources, minutes, etc.), informing people about application once ready to go, Listen & Learns to inform community; Suggestions for future actions: ESL classes provide opportunity to inform families participating, having principals or OCS do an all-call home to inform people about ETF, Getting email address set up for Equity Task Force/Dept. ○ What feedback/results are we getting from our stakeholders? (teachers, parents, admin, schools, etc...) Listen & Learns provide opportunity to hear from stakeholders – what’s being said? How is ETF currently serving and supporting marginalized communities? ○ What can the Board do to support? 1. Board should pause and not answer immediately when an issue of equity is

	<ul style="list-style-type: none"> • Knowing that we are all still learning how to advance this equity work as effectively as we can, and make a real impact, what are we learning about how to do that? What has worked and hasn't in how we have approached all of this? 	<p>brought up to them – they should listen and then seek advice from Equity Task Force and not attempt to be an “expert”</p> <ol style="list-style-type: none"> 2. Board should support human capital, resources, budget to move this department forward – need to expand from one person to a multi-person; Recall conversation surrounding a larger department – more than one person as being part of the budget when Equity Officer position was created 3. Be able to speak to the equity policy and be able to address the issues in the schools 4. Board should continue to grow and be committed to their professional development 5. Board should continuously review – and have equity policy present – and live by what is said 6. Review equity policy and ensure all policies are aligned with equity focus and introduce NEW policies that support the equity efforts 7. Let the Equity Task Force know when support is needed to attend Commissioners’ meetings in seeking out funds for equity 8. Increase the diversity of the teaching force and additional staff in OCS <ul style="list-style-type: none"> • What are the biggest priorities? Why those? Three goals for year 1 discussed in the presentation – Possible year 2 goals – continue to support staff of color – move towards culturally relevant practices. The why is that these are all covered in the policy. Equity Task Force will also bring forward some of recommendations • From the perspective of the task force, how can the board better live into its role in pursuing equity? Is there advice they have for us? <ol style="list-style-type: none"> 1. Needs to be integrated and integral into everything they do, not just something on the side 2. Needs to be the lens that you see the work with and not something separate. Has to be ongoing and continuous. Need to be open to learning 3. Need for translators, interpreters, and needing budget to accomplish 4. Need to be vigilant about keeping racial equity as forefront and focus/heart of the issue 5. Need greater understanding about equity
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6:30	Review of Action Items	Notes:
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