



## Orange County Schools

**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: 1/6/2020

### 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—

- ✓ Engaged in a warm up
- ✓ Reviewed Group Norms
- ✓ Followed up with action items from 12/16 meeting
- ✓ Reviewed the Equity Task Force New Member Application
- ✓ Identified prompting questions for Listen and Learn Sessions
- ✓ Reviewed any Action Items

**Attendees:** Victoria Mattison; Jason Johnson; Teresa Bunner; Dr. Felder; Dr. Keeling; Evan Hill

Time Needed	Topic	Notes/Minutes	Who
6:00-6:10 ('10)	<b>Warm up/ Group Norms</b>	Notes:	All
6:10-6:20 ('10)	<b>Follow up action items from 12/16 meeting</b> <ul style="list-style-type: none"> <li>● Review of minutes</li> <li>● Shared folder</li> <li>● HES updates</li> <li>● OHS update</li> <li>● Member updates</li> </ul>	Notes: <ul style="list-style-type: none"> <li>● <b>Shared folder:</b> Google Drive shared folder created and will contain agenda/minutes after every meeting. Currently contains by-laws and 12/16 minutes.</li> <li>● <b>HES update:</b> Dr Keeling will be meeting with HES staff this week</li> <li>● <b>OHS update:</b> African American students voiced concerns about “N” word being used and teachers limited response or no response when informed about incident(s).               <ul style="list-style-type: none"> <li>○ Dr. Felder suggested finding out some more information. Dr. Keeling will follow up with OHS Student Equity Team.</li> <li>○ Mrs. Bunner discussed “Speak up at School” a resource by Teaching Tolerance with strategies for responding to bias and prejudice. She will email the resource to Dr. Keeling</li> </ul> </li> <li>● Dr. Keeling will present an update on equity to the OCS School Board on 1/13; OHS Student Equity Team will present</li> <li>● <b>Member updates:</b> <ul style="list-style-type: none"> <li>○ Mrs. Mattison shared MLK events- 1/18 – MLK Banquet (Occasions Restaurant [sp?] downtown Burlington), 1/20 MLK March (downtown Hillsborough) at Mt. Bright Baptist church. Mrs. Mattison will send information to Dr. Keeling</li> <li>○ Mrs. Bunner shared Young Women’s Summit, for 7-12 grades, at Meredith College. Mrs. Bunner will share additional info with Dr. Keeling</li> </ul> </li> </ul>	Dr. Keeling

<p>6:20-7:05 (45)</p>	<p><b>Review of Equity Task Force New Member Application</b></p>	<p>Notes:</p> <ul style="list-style-type: none"> <li>● Team reviewed the New Member Application and made some suggestions <ul style="list-style-type: none"> <li>○ Mr. Johnson suggested creating a rubric for when it is time to review applications</li> <li>○ Mrs. Mattison suggested talking to principals about encouraging people to apply.</li> <li>○ Suggestion was made to have interpreters at Equity Task Force meetings so Spanish speakers will apply</li> <li>○ Online option will be created through Google Forms</li> </ul> </li> </ul>	<p>All</p>
<p>7:05-7:50 (45)</p>	<p><b>Identify prompts for Listen and Learn sessions</b></p>	<p>Notes</p> <ul style="list-style-type: none"> <li>● Equity is one of the topics for Listen and Learns. Teams suggested prompts for additional clarity <ul style="list-style-type: none"> <li>○ Go back to board policy to find some wording about what equity means</li> <li>○ Make questions more personal? What's working for YOU and your child/children? In your experience, what's working for you? In your experience, what would you recommend?</li> </ul> </li> </ul>	<p>All</p>
<p>7:50-8:00 (10)</p>	<p><b>Review of Action Items</b></p>	<p>Notes:</p> <ul style="list-style-type: none"> <li>● Dr Keeling to meet with School Equity Team at OHS to discuss concerns about situation above.</li> <li>● Teresa to provide Dr. Keeling with the Speak Up at School resource. Dr. Keeling will discuss this resource with the OHS School Based Equity Team when she meets with them.</li> <li>● Mrs. Mattson will send information to Dr. Keeling about MLK events</li> <li>● Mrs. Bunner will share additional info with Dr. Keeling about Young Women's Summit</li> <li>● Dr. Keeling to create online New Member Application</li> </ul>	<p>All</p>

**Suggested next meeting: Feb 17, 2020**

**Future Agenda Items:**

- **Brainstorm disparities and inequities**