

Equity Task Force Meeting NOTERS  
September 4, 2018  
C.W. Stanford Middle School Auditorium Meeting Room

Present: Kiley Brown, Theresa Bunner, Sherita Cobb, Patricia Coleman, Bryant Colson, Emily Elstad, Jocelyn Glazier, Victoria Mattison, Elvira Mebane, Kay Singer, Latarndra Strong, Engaging Schools Facilitators M.J. Austin (On site) and Carol Lieber (Skype).

Facilitator M.J. Austin opened the meeting requesting attendees discuss attendance at the meetings and the ability to move forward with the work of the Equity Task Force committee with sporadic attendance by committee members. Focus for the meeting will be to understand the concept of and to define “equity” which will be critical to work on the Code of Conduct and continued policy work. Decisions made by less than a quorum would need to be shared with those not present to get agreement on what the group decides moving forward or postpone the meeting until more persons can be present. Members discussed the importance of all committee members having input. General consensus by those persons present is to continue with the meeting this evening.

Committee Co-chair Kay Singer reported Dr. Wirt is not present due to a personal family health issue requiring travel; Phyllis Portie-Ascott is not present due to a PTSO meeting at school.

AGENDA

Essential Question: How does the work of the Code Task Force support the District’s commitment to EQUITY?

Outcomes:

- An understanding of the concept of Equity within the context of democratic values.
- Agreement on a working definition of Equity.
- Identification of goals and action steps for the 2018-19 school year related to efforts to reduce and counter discrimination, bullying, harassment, and hate speech.
- Presentation of District Communication Plan for work related to District equity policy and Code revision work.

Members discussed the concept of Equity within the context of democratic values – how the content of the Code reflects these values, and the role that equity plays in Code revisions.

Activity –As an American citizen, name one democratic value you deeply believe in. Values shared: voting; freedom; choice; opportunity; civil rights.

Facilitator Lieber – Began with a civics lesson *Exploring Educational Equity First, A Civics Lesson ....* reviewing the civic mission of public schooling. Attendees reviewed civic dispositions selecting 3 felt to be critical to being a good citizen at school and shared out with their table.

Activity: Committee members paired ideas, policy and practices within a Code of character, Conduct, and Support to a core democratic value that it reflects. Items paired included: School Rules; Due Process; Anti-Discrimination Policies; Parent Responsibilities; Entry and Exit Procedures; School Sanctions / Consequences; Student Choice in School Life; Student Rights; Restorative Group Conference

Tier 1 Promotion of Positive Behaviors. Facilitator Austin summarized discussions stating Equity lands within these values, especially the value of justice and fairness.

Activity: Committee member discussions continued with the definition of Equity and the concept of Equity vs. Equality. Ms. Austin reviewed *A Working Definition....* To help guide the work of the Equity Task Force and work with the Code of Conduct. Members reviewed a list of student scenarios and remedies for each to ensure fairness. Ms. Austin reported Equity is the process for achieving equality of outcomes. An emphasis on Equity assumes that different students need different kinds and amounts of time, attention, instruction, and supports to succeed academically and behave responsibly.

Activity: Committee members reviewed *How Do Educational Inequities Impact Students and Families?*, inequities including societal, socioeconomic, cultural, familial, programmatic, staffing, assessment and linguistic inequities, then discussing examples experienced/observed/witnessed. Members shared with individuals amongst their tables:

- What did teachers do or say that made you feel you were welcomed, respected, and taught in ways that honored who you were?

- What strategies did teachers use to make all students feel that they were being taught equitably?
- Were there students who were not treated fairly? How do you know?

Task Force members reviewed *What is an Equity-Centered Classroom?* highlighting statements that captured thoughts about what an equity-centered classroom should look like. Statements were read about what teachers must do to provide an equitable classroom.

Task Force members returned to discuss *A Working Definition... for Equity* presented at the beginning of the meeting with individual table groups drafting suggestions for revisions that were shared out with the full group. Ms. Austin will incorporate suggestions as noted on sheets submitted and bring back revisions for the group to consider. General agreement by committee members is to use this definition incorporating suggestions of the group as discussed.

Co-chair Singer will be sending information to members of the Code of Conduct writing committee with next steps.

Ms. Austin distributed a Major Code Revision Activities Schedule noting the Code of Conduct team will report back to the full Equity Task Force Committee.

The meeting was adjourned.

Recorded by: Patricia Coleman