

Equity Task Force Committee Meeting Minutes
Monday, July 23, 2018
C.W. Stanford Middle School Auditorium Meeting Room

Present: Kiley Brown, Sherita Cobb, Emily Elstad, Maggie Holly, Vickie Mattison, Elvira Mebane, Phyllis Portie-Ascott, Kay Singer, Michele Woodson.

Welcome – Co-chairs Kay Singer and Sherita Cobb welcomed committee members to the meeting and explained the Superintendent Wirt would not be able to attend due to a work-related matter.

Review ET Work on July 16, 2018 - Dr. Singer reviewed what was accomplished in the last meeting (July 16) and distributed two “early” drafts of an Equity Policy marked as “Revision 1” and “Revision 2”.

Review the 3 remaining categories / Review Draft #1 and #2 – Rather than review the documents with so few folks in attendance, the group had a spirited and open discussion on the goals of the Task Force and touched on some changes they would like to see in how the Task Force operates. Below are some issues that arose and were discussed.

- Report by a committee member that a reporter had contacted him/her about a report the reporter had which detailed “incidences” that have taken place in the schools. Staff will follow up with Superintendent Wirt to see what this report was.
- Discussion about what happens when an “incident” occurs, e.g., a child using a racial epithet towards another child, and the process that currently is in place to help not only the offender see why the behavior is wrong but also to help the offended feel his/her concerns are heard and appreciated. OCS staff described several ongoing efforts to make it clear how such “incidents” are to be handled and the changes that are being made to address inconsistencies and inappropriate responses. Staff talked about MTSS (Multi-Tiered System of Support) and how it is designed to deal with problems that arise in both academic and behavioral settings. MTSS teams of 8-10 folks have been set up at each school and they have been undergoing training, part of which was Leading for Racial Equity training with OpenSource.
- Committee members said they would like to receive minutes of Task Force meetings so that if they missed a meeting they would know what happened and to refresh your memory, even if you were at the meeting.
- Committee members would like to make sure in the future they know when announcements that involve the Task Force are made so they can be ready if they get questions from the public. This is in response to a piece on the Task Force written by Superintendent Wirt that was published today, July 23 on the OCS Facebook page following an editorial in the News of Orange on July 11, a draft which was sent to the committee a month or so ago.
- Request for update of the Task Force page on the OCS website.
- Discussion related to not understanding the role of the Leadership Team and concern about how it was constituted (appointed), vs. elected.
- Lack of understanding why the Task Force is no longer working with OpenSource Leadership Strategies. Following discussion by the Task Force about the desire to move toward some more tangible goal, and concerns about going out to the community in focus groups, the Leadership Team decided we should consider drafting an Equity Policy to submit to the Board. OpenSource declined to work in that capacity, however they are continuing to work with OCS in other capacities, e.g., MTSS training. The idea of an Equity Policy was presented at the next Task Force meeting and received a positive response from those present.
- Task Force committee members would like to be given more data and to have a better understanding of what data are available.
- Committee members asked if school leaders and teachers know about the Task Force—who we are and what we are doing.
- Committee members have difficulty understanding and describing to others what the purpose of the Task Force is. The idea of developing Vision and Mission Statements was well received and would help with describing the purpose as well as to help with keeping the committee focused on our goals.

- Strive to provide information that will be discussed at the meetings ahead of time in several formats, i.e., Google Doc, emailed PDF, hard copy, so that folks arrive at the meeting prepared and do not have to take time to read documents during the meeting.

Review of Racial Equity Analysis Tool – Ms. Cobb distributed the Racial Equity Analysis Tool used (currently) by the Seattle Schools - we may want to create our own type of analysis tool for this work. Use of such a tool came up in at least two of the small group sessions revising the policy document. Ms. Cobb will be providing a document from the Bellingham, Washington district called The Bellingham Promise for the Task Force Committee to review.

Next Meeting Reminders: August 6 - session with EngagingSchools; August 20 - Equity Policy work; Long term goal - Equity Policy draft should be presented to the Board sometime in October.

Respectfully submitted by: Co-chair Kay Singer

Drafted by: Patricia Coleman