



Regular Meeting of the Equity Council Committee
Meeting Minutes

June 4, 2024

450 Park Place Lexington, Kentucky 40511

Meeting Location: John D. Price Administration Building Room 425

6:30 PM

"The Mission of the Equity Council is to monitor and analyze equity issues, advise the Fayette County Board of Education and advocate for achievement for ALL students."

EQUITY COUNCIL COMMITTEE MEMBERS

Appointed Thru December 2024	Elected Thru December 2025
Dr. Rania Belmadani (Amy Green) Dr. Monica Mundy (Amanda Ferguson) Raaziq El Amin (Tyler Murphy) Jeanette Hart (Marilyn Clark) Judy Myers (Jason Moore)	Camisha Boyd-Powell (Chair) Bret Nathaniel (Vice Chair) Dr. Anthony Everett (Secretary) Kevin Thomas Shiretha Chantal

I. Routine Matters:

- a. Roll Call: [Lizzie Coffey](#)
- b. Reading of Mission Statement: [Brett Nathaniel](#)
- c. Acknowledgment of **Guiding Principles**: All Acknowledged
- d. Welcome of guests: [Dr. Bill Bradford](#), [Dr. Ron Chi](#)
- e. Public Participation/Comment(s): [Amanda Ferguson](#)
 - Motion to wait to move comments to discussion: [Kevin Thomas](#)
 - 2nd: [Rania Belmadani](#)
 - All approve
 - Motion carries

II. Action Items

- a. Approval of Agenda
 - Motion to approve the June Agenda: [Brett Nathaniel](#)
 - 2nd: [Dr. Monica Mundy](#)
 - All approve
 - Motion carries
- b. Approval of Minutes
 - Motion to approve the March 5 Minutes: [Dr. Everett](#)
 - 2nd: [Brett Nathaniel](#)
 - All approve
 - Motion carries



III. Discussion Items

a. Social media behavior recommendation

- Board Chair: Received 5 phone calls - including a student of FCPS - regarding Amanda Ferguson concerning jokes made on social media
- Dr. Anthony Everett: From a personal perspective, it is very offensive to them. He personally feels offended as well. Why is our school board representing us in this way?
 - would like to see some social media policies
- Moves to recommend the addition of a board policy that deals with social media and holds board members accountable
- 2nd: Kevin Thomas
- All in favor
- Motion carries
- Monica Mundy: Abstains because she is appointed by Amanda Ferguson
- Dr. Anthony Everett: Motion to recommend further investigation by the board and not just a slap on the wrist
- 2nd: Rania Belmadani
- Dr. Monica Mundy abstains
- Motion carries
- Amanda Ferguson:
 - The only thing she was aware of was the Furby GIF
 - She did not intend to engage with that person
 - Silly and foolish but not meant to spark hate of any particular group
 - Meant to comment under the last comment and not under the comment it ended up on
 - It was moved to the right spot 2 days later
 - It was not in support of what that person said
- Raaziq El Amin: As a member of the LGBTQ community, I have no way of proving where the GIF was meant to go
 - (Question to Amanda Ferguson) How will you earn back the trust of the community?
 - Amanda: The intent was never meant to offend anyone; she doesn't know how to overcome that, "people are going to view me that way no matter what I do", "It never occurred to me that that would be taken that way"
- Camisha Boyd Powell: (To Amanda F.) Can you explain your response to the Facebook photo?
 - Amanda: She was not informed that the event was happening at one of her schools and she was offended that she wasn't invited.



- Regarding the emoji, she did not mean to offend any group; “that's not who I am”
- Kevin Thomas: (To Amanda F.) Your response to this is that this was off-handed and that you resent something here, and that you don't feel it was a big deal in the first place. It gives the impression that you don't want to investigate why this was offensive. That's a troubling stance to take. This should not have happened and you have not taken accountability for that. It would give me pause if I were in the district. This should be taken more seriously.
- Amanda Ferguson: I'm sorry that you feel that I resent being here. I could have easily not been here. And I don't know how to make everybody believe that I didn't want to hurt anyone, especially a student. I certainly don't resent being here, and I welcome any suggestions on how to reconcile that. I very much regret how it was interpreted.
- Jeanette Hart: The explanation seems coincidental; you mentioned that you did think that Jessica being called a mascot is funny?
- Judy Myers: Intent really is the crux of the matter, and those of you who do know Amanda, the intent should be taken into account.
- Monica Mundy: Mrs. Ferguson was the only one who would listen to me as a parent with concerns. We can't bridge the gap without meeting in the middle. Need a better understanding of how to move forward. I also hope that we continue to have board representation at the ECC meetings. We recommended equity training for all board members, and this would be a good opportunity.
- Raaziq el Amin: A sincere apology and a commitment to be more careful with social media would be a good start.
- Dr. Liggins will speak to legal about if the comment can be taken down
 - Twitter comments can't be taken down unless the whole post is deleted
 - Facebook posts can be taken down
- Amanda: I am sincerely sorry that you were, hurt, offended or you feel like I don't care about you.
- Brett Nathaniel: I wish this could have been discussed privately first. Intent is really tough.
- Kevin Thomas: This can be constituted as cyberbullying
- Motion to extend time for 15 minutes: Brett Nathaniel
- 2nd
- all in favor
- motion passes



- Camisha Boyd Powell: This is a learning opportunity. This speaks to the need for cultural competency training for the Board of Education. I am glad you were open to coming, listening, and responding.

IV. Reports

a. Superintendent's Report (*Dr. Liggins*)

- We have just finished graduation for all 6 high schools
- Deeper Learning initiative is nationally acclaimed and
- Partnership with the city of Lexington All American City Award, going to Denver CO

b. Board Member Report (*Amy Green*)

- Website to see the pictures from graduations and listen to the student speeches, all talked about kindness
- Arlington Elementary won the Green Ribbon Award - 13 consecutive years
- 4 new schools named as family-friendly
- 240 seniors earned a seal of biliteracy
- District-wide arts program this summer - called Blueprint
- FCPS Summer Food program
- Approved the tentative budget at the last board meeting
- Upcoming meeting: First reading KSBA policy updates
- Board has committed to training with Greater City Schools in a long term capacity

c. Equity Council Chair (*Mrs. Powell*)

- School naming committee & equity scorecard
- FCPS at the Divercity festival

d. UBSE Report (*Dr. Matthews*)

- WWB 5th Grade defense and the Amazing shake
- UBSE team has launched 17 stronger connections programs with 3rd graders with a focus on a love for reading and belonging
 - saw double-digit MAP score increases with the students
- Professional learning opportunities with all of our support staff and principals, and teachers

e. Subcommittee Reports/Presentations

- Motion to move the subcommittee discussion to the planning meeting: Kevin Thomas
- 2nd: Shiertha Chantal
- All in favor
- Motion passes

V. Other Communication

- ##### **a. Announcements: None**

VI. Adjournment



- a. Motion to Adjourn: Kevin Thomas
- b. 2nd: Brett Nathaniel
- c. All approve
- d. Motion carries
- e. Meeting adjourned at 7:58pm

