

THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NUMBER ONE  
OF TULSA COUNTY, OKLAHOMA  
MINUTES OF THE SPECIAL MEETING OF APRIL 1, 2019

A special meeting of the Board of Education of Independent School District Number One of Tulsa County, Oklahoma was held on April 1, 2019, commencing at 4:00 p.m. in the Superintendent's Conference Room (200-A), second floor, at the Charles C. Mason Education Service Center, 3027 South New Haven Avenue, Tulsa, Oklahoma. Notice of the meeting was given by service of written notice of the meeting to the office of the County Clerk of Tulsa County, Oklahoma, as required by Title 25, O.S. (2001), § 311.(A)(5) and by posting the attached agenda and recommendations of the Superintendent of Schools in prominent public view in the inside of the clear glass display case outside the main door of said Charles C. Mason Education Service Center on March 29, 2019, 4:00 p.m., pursuant to the provisions of Title 25, O.S. (2001), § 311.(A)(9).

PRESENT: Ruth Ann Fate  
Brian Hosmer  
Shawna Keller  
Jennettie Marshall  
Gary Percefull  
Suzanne Schreiber  
Janina Wester

ABSENT: None

## OPENING EXERCISES

Ms. Suzanne Schreiber, president of the Board of Education, called the meeting to order and declared that a quorum of the board was present; therefore, the meeting was qualified to consider the agenda items. Ms. Schreiber led the flag salute.

## WELCOME AND OPENING REMARKS

President Suzanne Schreiber welcomed board members and thanked them for committing time to continue their work on exploring equity across the district.

Superintendent Gist thanked board members for making themselves available to meet as a team to further define and explore the district's core value of equity. She welcomed Director of Organizational Learning and Equity Jamie Lomax, and she introduced Celestial Consulting Principal Consultants Carrie Ellis and Abigail Smith who facilitated the meeting.

## EQUITY CONVERSATION

Ms. Ellis and Ms. Smith re-introduced themselves and outlined the topics for the meeting, which included:

- Review of the evening's agenda
- Retreat objectives
- Panel discussion with members of the community

Ms. Ellis and Ms. Smith also introduced "agreements" that they said would help continue building individual and collective understanding about diversity, inclusion, and equity. Those agreements included:

- Speak truths and be open to the experiences of others.
- Listen with ears, eyes, and hearts; and also listen to understand rather than respond or refute another's perspective.
- Hold respect and space for all voices present and let others speak for themselves.
- Stay engaged and curious.
- Notice moments of discomfort and recognize that is where learning usually happened.
- Expect and accept non-closure.

Ms. Ellis and Ms. Smith reviewed the board's equity work to date, which included discussion on disequilibrium, implicit bias, and models of board leadership for equity. Board members shared individual reflections from the previous equity retreat and discussed how the district was engaging families and the community in the equity work.

The Equity Impact Assessment tool was distributed, and board members were asked to meet in small groups to discuss and then share with the full board how the tool might be used in the district's decision-making processes.

In preparation for the upcoming panel discussion, the facilitators distributed a "listening guide," and they reviewed the purpose of the panel discussion, which included:

- Providing an opportunity for board to begin to translate what they hear into a governance perspective.
- Hearing ways the district is set up or not set up for certain individuals or communities.
- Translating what they hear into policies and practices.

At 5:00 p.m., the meeting recessed.

When the meeting reconvened, panel moderator and panelists were introduced, and the panel discussion ensued. Moderators included Director of Equity Jamie Lomax and community member Ms. Denita White. Panelists included Mr. David Harris, Ms. Jessica Lozano, Ms. Brandy Griffith, and Ms. Signee Bland.

Following the panel discussion, board members met in small groups and then discussed with the full board the following questions:

- What was heard?
- What trends were heard?
- What policies might be at play in what was heard?
- What board-level decisions might be contributing to root causes and/or to solutions?
- How could some of the pain points that were heard be addressed by using the Equity Impact Assessment tool?

Following board discussion, President Schreiber and Superintendent Gist thanked the facilitators for leading the board in the evening's discussion. President Schreiber reminded the board that the next equity retreat was scheduled for Thursday, May 30, and she was looking forward to Ms. Ellis and Ms. Smith returning to Tulsa to continue the important conversation.

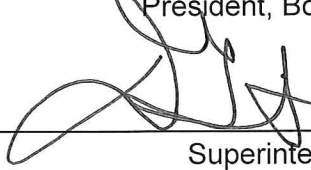
No action was taken at this meeting.

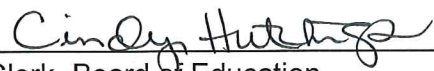
There being no further business to come before the board, **the meeting was adjourned at 7:56 p.m. on a motion made by Mr. Gary Percefull and seconded by Ms. Shawna Keller. The motion passed by the following vote:** AYE: Gary Percefull, Brian Hosmer, Ruth Ann Fate, Shawna Keller, Jennettie Marshall, Jania Wester, and Suzanne Schreiber; NAY: None; ABSTAIN: None; ABSENT: None.

Let the record show the meeting was digitally recorded. The tape is on file as a matter of record.

  
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Attorney for the School District

  
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President, Board of Education

  
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Superintendent of Schools

  
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Clerk, Board of Education

