

Equity Task Force Committee Meeting
February 18, 2020-6:30 p.m.
Minutes

The meeting began with a discussion of how to go about releasing data from the Listening Circles. Many ideas were shared and the Data and Communications subgroup planned to use this to help develop their communication plan going forward.

Dr. Kira Banks presented to the group regarding What a Racial Equity Lens Is and Isn't. This helped to give our group a common focus and vocabulary moving forward.

A brief discussion of timelines was shared with the expectation that the Equity Task Force would have a plan to present to the Board of Education by one of the May Board meetings.

At approximately 7:05, the group split into sub-groups for the remainder of the meeting.

Staff Training Sub-Group

Professional development was discussed and several resources were reviewed in the area of professional development, and it was recommended that *Cross Roads and Dr. Hernandez* would be a good hybrid.

It was discussed that access to professional development be ensured by factoring in at least four in-service days (one per quarter) where staff can receive training. These trainings should be **mandatory** and staff can earn CPDUs for attending. Administrators should attend mandatory training in the summer. Everyone who comes in contact with students should be engaged in this process. Involving substitutes may be more challenging but perhaps there can be an added component to the existing substitute training. It was discussed that it may benefit the District to invest in a trainer in the area of equity.

Other items for consideration to be successful were discussed such as: development of a recruitment, hiring and retention plan for minority candidates and training building principals on how to address resistant staff members.

Student and Parent Curriculum Sub-Group

The student and parent curriculum sub-group discussed the importance of emphasizing diversity and inclusiveness in our curriculum studies—ensuring that we focus on all levels—not just the secondary level.

Most members of the sub-group believe that the District needs to start with teachers and students before moving to parent education.

Other items brought forward include the need for the district and school to promote diversity awareness, inclusiveness throughout the school year, not just specific months. The question was also asked to see if it is possible for the equity task to be involved with the implementation of new curriculums?

Data and Communications Sub-Group

Discussion revolved around how to improve transparency with the public. The following ideas were discussed:

1. Sharing updates with the public as the Equity Tasks Force (ETF) progresses to keep stakeholders in the loop.
2. Publishing the objectives of the ETF.
3. Releasing the entire plan for improved equity within District 7.
4. Publishing a timeline of the plan on District 7's website for public consumption.
5. Developing a method for the public to share ideas, information and ask questions

The Data and Communications Team subgroup plans to meet again (prior to the larger group meeting on March 17th), and scheduled a meeting for March 3.

Finally, a shared Google Doc was created so that everyone can add their ideas moving forward.

The next meeting Equity Task Force meeting is scheduled for Tuesday, March 17, 2020 at 6:30 PM. Right now the group plans to meet on the third Tuesday of every month for the remainder of the school year.