



***Joint Equity Advisory Council and Parents of Color Advisory Team  
Meeting Minutes  
September 7, 2021  
5:00 PM – 5:45 PM***

**Members Present (EAC)**

EAC Members: Annette Dabney, Lois Orth-Lopes, Chris Tilden, Sylvia Trevino-Maack

**Members Present (POC)**

Chair: Kay Emerson

POC Members: Kim Fuller, Adrineh Mehdikhani, Njeri Shomari

School Board Member: Carole Cadue-Blackwood

District Administrative Staff: Lindsay Buck, Bill DeWitt, Jeff Harkin, Rick Henry, Dr. Cynthia Johnson, Mark Preut, Jayci Roberson, Kristen Ryan

A vote was taken at the beginning of the meeting to continue the meeting without the Equity Advisory Council Chair being present.

**1. Introduction**

Reviewed our equity policy. Putting the action in the work. Dr. Johnson will send the equity policy. The focus: The Journey Continues! We are celebrating that our district has a district policy that is a guide to compass what we are doing.

Questions:

- Are employees still getting equity training? New hires?
- Will documents with Equity Teams and agendas be made public?

Next meeting we will take a deep dive into the policy and take time to review it. What will the work look like and sound like?

**2. Restorative Justice Update**

Dr. Johnson and Rick Henry shared that new teachers at the middle school level and certified staff and classified staff at the secondary level participated in our recent training. The training included looking at the data, entering the data the same, and going through different scenarios. The Assistant Principals could have stayed longer!

Calibrate: Dr. Johnson and Rick met with Restorative Champions from each secondary school. They looked at practices and statistics in PowerSchool. Selected 14-15 practices. Next steps are to tweak these practices so our teachers and administrators have these as a guide. Looking for a date to be out. Will equip every administrator/student support specialist. It is a learning process. Meeting with KIPCOR once a month to make sure they are following exactly what is taking place.

Annette Dabney asked how does the healing process occur?

Rebuilding relationships is CRITICAL

### **3. Equity Team Update**

Reviewed Equity Teams, agendas and meeting dates. Early Childhood, Elementary, Middle School, High School, EH, CCC, LVS, FS, LHS, every school has an equity team.

\*Sample of an agenda:

- EC-Starting with Equity Policy
- SH-Ted Talk, Compass, Literature Books
- WD-Building team capacity

We will make this discussion public. Chris Tilden asked: "What is the representation of the makeup of Equity Teams? We will update our equity document and it will be public.

### **4. NASS**

Kelly Walker gave an update:

- Backpack distribution
- Needs assessment--biggest hurdle is tutors
- Social
- Kelly is going to schools to build relationships
- Parent meetings
- NASS at ESC
- 281 Native American students, working with Boone to ensure numbers are correct in PowerSchool
- Jayci Roberson brought up that we need clarification in PowerSchool if a family picked a mixed box--how can we improve?
- Carole Cadue-Blackwood asked if we could put in tribal affiliation? Yes, we can.
- Kay Emerson-NASS-Oct. 7 Webex, What main information came out? Kelly said suspension or tutoring--for next week

### **5. Equity & Inclusion Framework**

Dr. Johnson reviewed our Equity & Inclusion Framework

### **6. Student Equity Teams**

Dr. Johnson said there are possible training dates for FSHS & LHS on Sept. 29th and 30th

### **7. Student Equity Conference**

Dr. Johnson said the Student Equity Conference would be Nov. 4, 2021 at Lawrence Public Schools. Schools include Free State High, Lawrence High, Seaman, Kansas City, Kansas and Bishop Seabury.

The question was asked: “How will students be identified for the student equity team?” Buildings will select students. The Equity Champions are all VERY interested in being on the team. The LEA President agreed to join us. Dr. Johnson said she is glad that she will be at the table.

### **8. Elementary Update**

Jayci Roberson shared that Woodlawn had a tough year. This summer they took a hard look at it.

A mix of teachers and staff shared:

- Want to be part of the discussion.
- Team members that have been on the team.
- Wednesday after school, classified staff can participate.
- Open to suggestions.
- Climate survey reflection.
- Change needs to be made for school culture.
- Reorganize schools around students, not the system.

### **9. Secondary Update**

Jeff Harkin, Free State High School, agreed that there is a lot of turnover. Dr. Moore--commit to the team, deepen our journey. Came out feeling tight.

Annette Dabney--update HC's.

Kim Fuller: ICCAR-Introduction to Courageous Conversations, working with Samrie to okay dates.

Lindsay Buck brought up CIGA--the importance.

Notes taken by Kristen Ryan.