

School Equity Council Meeting

June 7, 2023

Facilitator: Chris Gerber

Zoom Link -

<https://us02web.zoom.us/j/83904491335?pwd=dXFhZ001cjBQN0FuQLN5eULXMHVQT09>

AGREEMENTS/NORMS

- ★ Start and end on time
- ★ Hearing all voices in all meetings
- ★ Create opportunities for clarifying questions (chat or end of meeting)
- ★ Honor and give space to “first draft thinking”
- ★ Time for readings/documents/notes ahead of time
- ★ Explanations on unknown topics (use of plain language)
- ★ Share out reminders/follow-ups/next steps via email?

TIME KEEPER:
NOTETAKER:

WHAT	HOW	TIME
CONNECTIONS	What keeps you grounded even when everything else is chaotic and out of your control?	6:00-6:20PM
DISCUSSIONS	Approval of May minutes Select which category you would like to “dig” into in more depth - School/District policy , Assessing Community Needs , School Climate/Environment and Staff . In breakout rooms discuss your category using these guiding questions: <ul style="list-style-type: none">• What surprised you from the findings?• What questions do these findings bring up for you?	6:20-6:25PM 6:25-6:55PM

	<ul style="list-style-type: none"> • What possible ideas/suggestions do you have for any of the categories in which KLO ranked latent or emergent? 	
NEXT STEPS	Come back to the whole group to share out.	6:55-7:25PM
OPTIMISTIC CLOSURE	One thing you are most looking forward to doing this summer?	7:20-7:30PM

NOTES:

- ❖ **May meeting minutes: approved**
- ❖ **Equity Audit deep dive in 4 different break out groups**
 - **School/District Policies**
 - Surprising to see half the categories were 'latent'
 - Parents personal experience has been positive and have felt equitable
 - Good to see areas that are emergent
 - **Assessing Community Needs**
 - Language is a huge need
 - Things that we were doing well during COVID fell off
 - Affinity groups for most common languages to connect families/community partners/staff (meet about once or twice a year)
 - **School Climate/Environment**
 - Most areas were emergent
 - Individual spaces are easier to establish
 - Need to be more consistent throughout all spaces
 - Potential idea: dig into restorative justice for staff and then students
 - Different students need different ways to discipline
 - **Staff**
 - Parental experience- surprised there were many 'emergent' aspect
 - Ingredients are there, need formal safe space to express concerns and engage staff of diverse backgrounds
 - Active recruitment of educators of color- possible policy?
 - Set high expectations for ALL students, regardless of background- part of equity policy?
 - Suggestion- survey community to identify weaknesses in the KLO community to help co-create policies, help to figure out the gaps

between staff/families/community members

- Where are the staff of color? What are their positions? Is there room/space to grow from assistant teacher towards lead?

Attendance:

Christine Gerber

Rolanda Prophete

Nancy Wyse

Lorletta Dirtion

Natalie Lang

Sarah McGowan

Jennifer Climaco

Claire Yu

Ruth Wong

Vaneza Tacuri