

**DISTRICT EQUITY LEADERSHIP TEAM ADVISORY  
MINUTES  
9.21.17**

**Members present:**

Adineh Mehdikhani  
Charlie Dominguez Co-Chair  
Cynthia Eubanks Co-Chair  
Erica Hill  
Kim Fuller  
Leona Antoine  
Leonard Ortiz  
M. Kay Emerson  
Njeri Shomari Co-Chair  
Verdell Taylor

**Executive Leadership Team Members Present:**

Dr. Anna Stubblefield, Superintendent of Schools  
Tony Baron, executive director, facilities & operations  
David Cunningham, executive director, human resources/chief legal counsel  
Kevin Harrell, executive director, student support/special education  
Leah Wisdom, assistant director, student services & equity

**Others Present:**

Lois Orth-Lopes, EAC Co- Chair  
Mininder Kaur, EAC member  
Rick Henry, director, high school support  
Darcy Kraus, director, elementary school support

**Welcome and Introductions:**

The meeting began with brief introductions of the co-chairs, Charlie Dominguez, Cynthia Eubanks and Njeri Shomari and proceeded with Charlie Dominguez chairing the meeting.

**Discussion of Additional Co-Chairs:** Mr. Dominguez presented an opportunity for additional co-chairs to volunteer. Please contact any of the current co-chairs and Dr. Stubblefield and Leah Wisdom to add your name to the list.

**Process/procedures for DELTA meetings:**

Ms. Shomari asked the group preferences for meeting structure, decision making, etc.

- Group discussed process of meetings: consider using same process as EAC
- Group members discussed by laws and processes for other boards (sub committees and larger committee work on recommendations to bring to whole group)
- DELTA will review the processes from other committees/boards
- Sub-committees: Meet and come to consensus and bring back to the whole group for consensus

### Action items:

- Develop purpose and intent of DELTA Committee: Group discussion around this topic led to questions:
- Dr. Ortiz asked whether DELTA is redundant or repeating what EAC is doing, would like to set this group apart, develop a specific purpose
- Dr. Stubblefield explained that EAC has little representation from parents of color. Also, this group was developed to give a voice to our parents of color.
- Ms. Shomari talked about the need for DELTA to recognize that members have a very specific lens from the perspective of each person volunteering on this committee
- Further discussion yielded concern from some committee members about “coming behind” the EAC group...members responded feeling like DELTA and EAC may have some overlapping topics, but DELTA will dig in to issues and topics that are of importance
- Discussion around how there are other advisory groups like LGBTQ+ that have representation on EAC and DELTA will have representation as well
- Representation on EAC will be Volunteer from DELTA: **Leonard Ortiz**
- **Proposed but not voted on or consensus reached: Volunteer Representatives to EAC should change each month and Dawn will send out a schedule/sign up for reps on EAC (TO DO)**
- Group will brainstorm what is important to THIS group, then look at the EAC focus
- Committee would like a mission, sense of direction, something to use as a foundation
- Ms. Hill referred the group to the March 14, 2017 minutes of the DELTA/Equity Council Informational Meeting, **Item 3. DELTA vs Equity Advisory**, “DELTA *will* engage family and community members of color in working with district leadership on racial equity issues to ensure that students of all races and backgrounds achieve, succeed and graduate future ready.”
- Committee would like a “summit” to bring all committees together at various points throughout the year

### OUTCOMES:

- Mrs. Eubanks addressed the topic of overall outcomes for DELTA and several topics emerged, along with ideas for sub-committees
- Advocacy/training (share our stories, provide a perspective)
- Integration/exposure as it relates to the experience of being a person of color walking into schools (different books in school libraries, committee members provide presentations to schools, how races are outside of the “media.”)
- See more faces of color in our schools (recruitment)
- Support staff of color that we do have
- Policy---how incidents are dealt with in schools
- Curriculum
- Relationships
- Community involvement: getting community involved with our students
- Want community members and all parents of color to feel welcome in the schools
- Short review at each meeting to discuss “status” ... “what’s currently going on
- Equitable resources
- Topic is exposure and integration of racial culture: recruitment, curriculum, opportunity,

mentorship

- Concerns about police in community, SROs in schools and more harsh discipline for students of color

### **Review of Equity Council brochure:**

- There was robust discussion and questions regarding EAC mission statement, Minider Kaur who works in cultural competency and offers a perspective volunteered to look at the EAC brochure and provide a recommendation for the mission statement.

### **District Information:**

Dr. Stubblefield and Mrs. Wisdom provided updates and current information:

### **Update on superintendent search**

- The firm that was hired interviewed Board members at the 9/20/17 meeting to see what they are looking for in a Superintendent
- Firm has a reputation for recruiting diverse candidates
- October 19<sup>th</sup> will be the next special BOE meeting
- There will be an online survey for community and parents to provide information on what they are looking for in a Superintendent
- October 4 and 5—opportunities to provide feedback in person to discuss what community members are looking for in a Superintendent
- Interview will be mid to late January
- Announcement of new Superintendent will come in February
- Possibly DELTA could have a forum to provide feedback to the firm (other committees as well)
- Committee requested a time to meet with the firm and it has been scheduled-
  - **Wednesday, October 4, 2017, 6:30-7:15 pm (District Office- Operations Conference Room)**

### **Board Goals update:**

#### **South Middle School name change proposal:**

There is a committee that is established at SMS to review and there is board policy around how to take and move on a recommendation. The BOE will hear from that committee, which is seeking community input.

### **Q&A**

Question about what is meant by “raising achievement”...is this only referring to low achievers? The response is that we are working on raising the achievement of ALL students and providing equitable access

- **Proposed but not voted on or consensus reached: Committee may need 1.5 hours versus just 1 hour, 5:30-7:00 pm**

**Next Meeting  
October 2, 2017  
5:30 pm ITC**