

EQUITY ADVISORY COUNCIL

Minutes

8.21.2017

Welcome

Anna Stubblefield, Assistant Superintendent of Educational Support and Equity, welcomed everyone and immediately turned the meeting over to Annette Dabney, Randy Masten and Lois Orth-Lopes, the council's co-chairs.

ROLL CALL

<u>Committee Members Present</u>	<u>Executive Leadership Team Members Present</u>
Annette Dabney, co-chair	Anna Stubblefield, superintendent of schools
Randy Masten, co-chair	David Cunningham, executive director, human resources/chief legal counsel
Lois Orth-Lopes, co-chair	Kevin Harrell, executive director, student support/special education
Lindsay Buck	Leah Wisdom, assistant director, student services & equity
Gina Byrd-Stadler	
James Alan Hollinger	
Melissa Johnson	
Peter Karman	
Tricia Masenthin	
Taylor Royal	
Sylvia Trevino-Maack	
Amy Wolf	

<u>Others Present (Including Administration and Staff)</u>			
Dawn Downing, deputy clerk	Carole Cadue-Blackwood	Andy Bricker	Dustin Stumblingbear
Steve Cadue	Dennis Blackwood		

Draft Review of EAC Brochure/Approval

The Co-Chairs met three times over the summer and worked on revising the brochure. It was sent to the council to review and four comments were received which led to further revisions. Two additional comments were received but not within a time frame to allow for further revisions to be made prior to today's meeting.

The group reviewed and discussed the revised brochure and decided on the following-

1. Removing the statement from the first page-"Equity in education is the fair treatment of everyone in the Lawrence Public Schools."
2. Under What is the Equity Advisory Council, change it to read, "The Equity Advisory Council serves in an advisory capacity to provide feedback and make recommendations to the Board of Education as work progresses on district goals, in order to eliminate disparities and ensure that all students achieve, succeed and

- graduate”.
3. Under the section titled, “The Equity Advisory Council will” (Monitor the academic achievement of all students in the Lawrence Public Schools and Monitor the socio-emotional and behavioral support systems in the Lawrence Public Schools.), change the first bulleted item to read –“Review the equity audit data and make recommendations to improve the achievement, opportunity and quality of education in the district”.
 4. Add Academic Year “2017-18” on the last page.
 5. On the last page, add “Additional information can be accessed online at www.usd497.org”.

Sub-Committees

The 3 sub committees outlined in the new brochure are-

- Monitor-Academic Achievement
- Monitor Socio-economic and behavioral support systems
- Policy Review related to Equity

These committees will each be chaired by one of the three co-chairs. Information will be sent out requesting volunteers for each committee. The plan is for these committees to meet on the opposite Monday’s of board meetings. More information will be forthcoming.

LGBTQ+ Guidelines/Recommendation

David Cunningham, executive director of human resources/chief legal counsel, provided a draft for the LGBTQ+ guidelines for review. A copy is being provided in a separate document). It provides information on the following areas of concern-

- Safety and Bullying
- Names and Pronouns
- Restrooms
- Locker Rooms
- Gender Segregated Activities
- Support Resources

Per Mr. Cunningham, the LGBTQ+ Advisory created this draft; however, some of the wording was changed by district admin and chief legal counsel and is not as definitive (less strict in expectations). As such, it will be going back to the LGBTQ+ Advisory for review and final approval.

Student, Parents, Staff and Community Surveys

Dr. Stubblefield shared that there are 2 big surveys being done this year-

1. Student Survey (Fall & Spring)

LPS is working with Provost Office at KU to develop and distribute online survey to students in Grades 3-12. Kevin Harrell, Executive Director of Student Support and Special Education, explained that this is a way to gauge what students are experiencing and measure how those experiences are being addressed. This will

be done 2 times this year.

2. Parents, Staff and Community (Fall)

This survey will be conducted by Patron Insight electronically and via phone. District admin reviewed for ideas regarding this survey from the questions/reports from the December 2016 pre-bond election community survey and August 2016 staff climate survey, both administered by Patron Insight; as well as the annual parent survey used by each of our schools, and the 2016 community survey conducted as part of last year's superintendent search. Questions regarding school start times will also be included. It was decided to combine our needs for input and feedback into this one survey. The plan is to administer this survey in mid-to-late September.

Superintendent Search Update

Dr. Stubblefield shared requests for proposals were sent to four firms regarding the upcoming Superintendent search. All firms responded with one firm declining to participate in the search.

The board approved to invite Hazard, Young, Attea & Associates, Ray & Associates and School Exec Connect to make presentations to the board on August 28, 2017 regarding their proposal to provide superintendent search services. The board's timeline from search to hire is September 2017 through February 2018.

South Middle School Name Change Request

Carol Cadue-Blackwood, her father and a few other supporters were in attendance to discuss her recent letter regarding a proposal to rename South Middle School to honor Native Americans and Haskell's donation of the land for the school.

The text of the letter is below-

Carole Cadue-Blackwood
ccadueblackwood@gmail.com
August 20, 2017

U.S.D. Equity Board Council
Educational Support & Distribution Center
110 McDonald Drive
Lawrence, Kansas
66044-1063

Dear Equity Board Council Members,

I am a concerned parent of a current South Middle School student and community member who is greatly concerned that the 557 federally enrolled tribal members from over 100 tribes and students are not being represented within Lawrence public schools. The Lawrence public schools have an equity and diversity issue that stemmed from South Middle School in the fall of 2016 that drew much public attention. South Middle School historically has had the

highest Native American population enrolled within Lawrence public schools. The current Native population at South Middle School comprises 11% of the student body.

In accordance with the 2015 Every Student Succeeds Act (ESSA), which requires extensive outreach and genuine engagement efforts to everyone from policymakers to educators to tribal organizations to parents, we as concerned citizens and tribal members request that the Lawrence School board consider changing the name of South Middle School to reflect the city's Native American heritage and culture while retaining the cougar mascot.

The land that houses Broken Arrow Elementary School, South Middle School and Broken Arrow Park was donated to the city of Lawrence by Haskell Indian Nations University (formerly known as Haskell Institute) and the Bureau of Indian Affairs to improve relations. Some names that have been suggested to reflect Haskell's history include: Jim Thorpe (Sac & Fox), Billy Mills (Oglala Lakota-Sioux), John Levi, (Arapaho), Henry Roe Cloud (Ho-Chunk & Winnebago), and Clarence Tinker (Osage). This is not a complete list of names or suggestions. Please be open to more names or suggestions from the public.

A name change will enhance Lawrence's public perception that it is diverse, progressive and an ideal city to raise a family and retire. A name change will greatly improve race relations and improve Lawrence's image. It is with careful consideration that the name change reflects a notable person associated with Haskell in order to avoid any mascot issues.

It is important to note that Lawrence, Kansas is well-known for its progressiveness and diversity. Lawrence is one of only about twenty-two cities in America that has dropped Columbus Day for Indigenous Peoples Day as annual holiday. This is very important for Indigenous peoples and acknowledges that Indigenous voices are highly valued and promotes healing for Indigenous peoples.

The name change will not cure racism but it will be a step towards creating discussion and dialogue. The 2016 Equity Report addressed what the Native American population already knows. The Native was the first American, the last American and are now almost invisible. According to the most recent Department of Education data, Native Americans have the highest dropout rate of any ethnic group. A mere 9% will likely get a four-year degree. The name change will reflect the inclusiveness of our community and will provide a sense of pride in our Native American students that will be felt throughout the nation.

Attached is a list of community members who have given their express permission to be listed in the endorsement of the proposed name change of South Middle School. If necessary, upon approval of this proposed name change, fundraising efforts will be utilized to alleviate costs incurred by the name change. My colleagues and I will be available to assist district administration to evaluate what makes the most sense as a first step. Thank you for your time and consideration.

Respectfully,
Carole Cadue-Blackwood (Member of the Kickapoo Tribe in Kansas)

I would like this opportunity to acknowledge the overwhelming support of courageous education advocates who support increasing diversity and equity by raising cultural awareness within Lawrence public schools.

1. Alexander, Chanette
2. Andersen, Jo
3. Averill, William
4. Avila, LMarie (Member of the Odawa Tribe)
5. Battese, Kelly (Member of the Prairie Band of Potawatomi Nation in Kansas)
6. Blackwood, Dennis (Member of the Cherokee Nation of Oklahoma)
7. Bolton, Catherine
8. Bowen, Carol
9. Boyd, Roger
10. Bricker, Andy
11. Cadue, Steve (Kickapoo Tribe in Kansas)
12. Chenault, Venida (Member of the Prairie Band Potawatomi Nation in Kansas and affiliated with the Kickapoo Tribe in Kansas)
13. Clark, Jim and Shelley Hickman Clark
14. Cliff, Mona (Member of the Gros Ventre of Montana)
15. Davis, Paul
16. Deroin, Dee Ann (Member of the Iowa Tribe of Kansas)
17. Dobson, Christie
18. Epp, Charles
19. Flannery, Joe
20. Francisco, Ronald and Debbie
21. Frydman, John and Laurie Martin-Frydman
22. Gillis-Lavallie, Shannon (Member of the Three Affiliated Tribes of North Dakota)
23. Iverson, Susan
24. Johnston, Daphne
25. Jones, Kelly
26. Jost, Lora
27. Kehde, Pat
28. Kronk-Warner, Elizabeth (Member of the Sault Tribe Marie of Chippewa Indians in Michigan)
29. Lau, Pok Chi
30. Lavaldo, Rhonda (Member of the Acoma Pueblo of New Mexico)
31. Lechtenberg, Pat
32. Lefort, Annas
33. Lewis, J.R.
34. Lieberman, Alice
35. Lister, Gretchen
36. Lopes, Steve and Lois
37. Manies, Terry and Keith
38. Markus, Tom
39. Masten, Randy and Kathy
40. McAleer, Shannah (Member of the Chickamauga Cherokee)
41. Orth, Sheila
42. Praeger, Sandy
43. Prue, Stephen
44. Reed, Ralph and Dorothy Hoyt-Reed

45. Reid, Shannon
46. Rettig, Kelly
47. Salvini, Tonia (Member of the Northern Paiute Tribe of Nevada)
48. Santee, Helen
49. Sims, Jennifer
50. Spotted Horse, Tom (Member of the Kiowa Tribe of Oklahoma)
51. Strong, Paulette
52. Stuke, Megan
53. Stumblingbear, Rachel and Dustin (Dustin is a member of the Kiowa Tribe of Oklahoma.)
54. Towey, Elyse (Member of the Iowa Tribe of Kansas and affiliated with the Menominee of Wisconsin)
55. Turney, Austin
56. Warner, Sandy
57. Warrington, Jancita (Member of the Prairie Band Potawatomi Nation in Kansas and affiliated with the Menominee and Ho-Chunk Nations in Wisconsin)
58. Warrior, Robert (Member of the Osage Nation in Oklahoma)
59. Wildcat, Dan (Yuchi Member of the Muscogee Nation of Oklahoma)
60. Willmott, Kevin

Mrs. Cadue-Blackwood expressed that naming the school after Billy Mills was their preference but they were open to other suggestions. Billy Mills is a Native American with ties to Lawrence. He lived in Lawrence; he attended KU and Haskell; he is an ex-marine, humanitarian, Olympian and activist- fighting racism right here in Lawrence. She pointed out that they believed district officials should look at history in their community when naming buildings, etc. She shared that she felt there were many gaps and deficiencies in our education system in regard to cultural understanding. From her viewpoint and those of her supporters, Native Americans have been made invisible for a long time and they are requesting to be seen and made visible.

Many comments/observations were addressed after hearing from Mrs. Caue-Blackwood. It was addressed that problems and communication breakdowns exist because due to the limited knowledge, people do not understand the depths of the biases within this community. After a brief group discussion and consensus, the EAC co-chairs shared their support of this request.

The Equity Council co-chairs thanked Mrs. Cadue-Blackwood and her father for their attendance and bringing this to the Equity Council as a starting point. Dr. Stubblefield explained that the Equity Council had no authorization to make these type of decisions but it could take recommendations to the school board and it would ultimately be the school board's decision to how to move forward, if at all.

It was agreed that it was important to keep DELTA involved with the EAC, especially with issues such as this.

Looking Forward

As we move ahead, Dawn Downing will keep this group abreast of the board agendas as it relates to Equity, the Superintendent Search, and any issue/concern that the EAC has indicated an interest.

Mr. Masten shared that some of the topics of concern to be reviewed in the future are –

- Acceptable Use Policy for Students (Ipads/MacBook's)
- SRO roles and responsibilities and their concept/understanding of “use of force”.

Dr. Stubblefield shared with the group that this council will have a principal representative from every level (elementary, middle and high school) in addition to student representatives from both high schools.

The EAC Co-Chairs again thanked the group for their attendance before adjourning the meeting.

Next Meeting-
Monday, September 18th @ 5:30 pm
in the Multi-Purpose Room