

**Winston-Salem/Forsyth County Board of Education**  
**Climate, Culture & Equity Special Committee**  
**Minutes**  
**May 6, 2019**  
**6 p.m.**  
**Education Building Auditorium**

**Board Committee Members**

- Deanna Kaplan, Committee Chair
- Andrea Bramer
- Lida Calvert-Hayes
- Leah Crowley
- Elisabeth Motsinger

**Other Committee Members**

- Juan Aguilar, Hispanic League
- Scott Arnold
- Vivian Perez Chandler, Latino Achievers\*
- Michelle Craun\*
- Shannon Dobson, IBEST Team, WS/FCS\*
- Kellie Easton, Action4Equity\*
- Layla Garms, Winston-Salem Foundation\*
- Kim Herman, Kernersville Chamber of Commerce\*
- Carolyn Highsmith, Coalition for Equity in Public Education\*
- Willette Nash\*
- Pam Peoples-Joyner, Winston-Salem Police Department\*
- Wendy Poteat Spicer, Forsyth Promise
- Karen Roseboro, Instructional Superintendent, WS/FCS\*
- David Sisk, Title III Director, WS/FCS\*
- Jim Smith, Partners for the Advancement of Gifted Education\*
- Chuck Spong, Love Out Loud\*

\*Indicates that committee member was present

Ms. Deanna Kaplan called the committee meeting to order at 6:04 p.m.

Ms. Kaplan thanked Ms. Burke for her service and for getting the committee work started. She asked the community committee members to introduce themselves.

Ms. Kaplan clarified the norms of the committee and the committee will be limited to 20 community members. The committee responded to a survey that they would like to allow for proxy members and to hold a meeting in June.

Dr. Karen Roseboro, Instructional Superintendent, reviewed the agreements for courageous conversations: stay engaged, experience discomfort, speak your truth, and expect/accept non-closure.

Ms. Carolyn Highsmith asked about the responses to the survey being shared with committee members. Dr. Roseboro responded that she would share a summary of the 15 responses.

A community member asked about racial diversity training for all committee members. Dr. Roseboro indicated that committee members may participate in the Racial Equity Institute if they choose.

Ms. Kaplan asked Dr. Simington to indicate when the Director of Equity position would be posted. Dr. Simington said that it would be posted in the next couple of weeks.

Dr. Roseboro shared the directions for a “PMI” activity to discuss the sample policies from [Orange County](#) and [Charlotte Mecklenburg](#) schools. Committee members broke into four groups to explore plusses, minuses, and interesting ideas.

Ms. Kaplan welcomed the “visiting” community members to join a group.

Dr. Roseboro asked each group to [report out](#).

Mr. Jim Smith shared that his group talked about the challenges of implementation.

Mr. David Sisk shared that his group liked the levers of equity, an accountability piece, and community involvement. He also discussed the need for a clear definition of equity.

Ms. Shannon Dobson also recognized the levers of equity as well as a need for labeling racial intolerance. Her group shared that vague language can make things unclear and there is a need for clear steps toward implementation.

Ms. Kim Herman shared that her group focused on teacher effectiveness.

Dr. Roseboro thanked the participants.

Ms. Malishai Woodbury shared that both districts have a committee to support the work. She stressed that there is a need for policy to maintain the committee in the future. Ms. Lida Calvert-Hayes will discuss with legal.

Dr. Roseboro shared that next steps including moving toward the development of an equity plan. She is pleased with the community representation to address climate, culture and equity in the district.

A community member asked for a timeline. Dr. Roseboro shared that the goal is to have a draft of a plan by December 2019.

Ms. Kaplan indicated that the Director of Equity should have input into the equity policy recommendations.

Ms. Kaplan adjourned the meeting at 6:58 p.m.