

**Winston-Salem/Forsyth County Board of Education
Climate, Culture & Equity Special Committee
Minutes
August 5, 2019
6 p.m.
Education Building Room 223**

I. Call to Order and Welcome Deanna Kaplan, Chair

II. Discussion Items

- a. Office of Equity Update Deanna Kaplan, Chair
- b. Defining Equity Summary David Sisk
- c. Equity Policy Process Dionne Jenkins

III. Adjournment Deanna Kaplan, Chair

Board Committee members in attendance:

- Deanna Kaplan, Committee Chair
- Andrea Bramer
- Leah Crowley
- Dana Caudill Jones

Other Committee Members

(Unks can confirm that the folks in bold were there, but doesn't know them all)

- Juan Aguilar, Hispanic League
- Scott Arnold, Parent
- **Vivian Perez Chandler, Latino Achievers**
- **Michelle Craun, Parent**
- **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**
- Pam Peoples-Joyner, Winston-Salem Police Department
- Forsyth Promise Representative
- **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**

Executive Cabinet members present

- Rusty Hall
- Donna Cannon
- Karen Roseboro
- Kenneth Simington

Meeting called to order at 5:58 p.m. by Deanna Kaplan

Equity update by Dr. Simington. Candidate identified and will be taken to the board for approval on August 13.

Recognize David Sisk.

[Summary of Defining equity.](#)

Review of June 2 meeting.

Reviewed 8 equity plans from around the country. Equity continuum shared last time. The policies run the gamut of the range of the continuum.

Sisk's activity at the last meeting included an [Affinity Diagram](#) to organize the ideas. Groups of 6 to 8 people. Took pictures of all the work that the groups did. Pictures available in shared folder. Visuals of ideas.

Put together a "word splash" to show what words were repeated with some frequency. Sisk looked at common themes. (See presentation slide) Themes start to come out:

- Communication
- Awareness of past inequities and reasons of inequity, of biases that we have or cultural sensitivities.
- Removing boundaries/providing access (Restructure the way we allocate resources to meet student needs)
- System or systemic change needed

Baton passed to Dionne for summary of Equity Policy Process

As David Sisk mentioned, we've reviewed proposed policies from other districts. Coalition for Equity recommendation evaluated as well.

Discussing and developing what you would like to see in the policy. I will take notes and develop a sample policy to be blessed by this committee. Jenkins offered to write a draft policy and submit it to the committee.

Public comment from parent: Recommendation that WS/FCS develop a policy that directs a set of responses to equity issues that arise. For example, the way a BIP is set up to address behavior issues.

Jenkins says that she can submit a draft or asked if further discussion is needed.

Sally Hirsh & Carolyn Highsmith interject that their policy has not been shared with the entire committee.

Hirsh says that the policy hasn't been distributed. Jenkins says that she can ensure that it is distributed.

Layla Garms says it's worth taking some time to discuss the logistics.

Roseboro recommends that we wait on the equity director to come in.

Al Jabbar: How many meetings has the committee had since its inception.

Roseboro: We have from now until December to create the policy. We want to ensure our equity director is in place to continue this work. It may be a matter of pulling out what we like from each of those policies and looking at our affinity diagrams. Putting that together with the draft the coalition created to make our district's policy.

Kaplan: Any more discussion questions?

Parent present asks: How do we measure progress and keep moving forward?

KR: There are researched-based tools out there for us to use.

Al Jabbar says that we have formed a committee, but some of the folks in the committee who don't have the information. A committee that operates like that has a question of transparency.

Bramer: We can make an effort to be more communicative about what we're getting.

Kaplan: We will make a greater effort in that regard.

Meeting adjourned at 6:19 by Kaplan.

Next Meeting Monday, September 9th 6 p.m. Education Building Room 223