

**San Mateo-Foster City School District**  
**Equity Task Force** **Meeting Minutes**  
**December 15, 2020**  
**7-9pm**

| Agenda Topic(s)   | Facilitator(s)   | Notes  |
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| <b>Call to Order: (10 min)-7:03pm</b> <ul style="list-style-type: none"> <li>Welcome/Introductions of new ETF members</li> <li>Approval of the Agenda</li> <li>Approval of Minutes from 11.17.2020</li> <li>Future Meeting Dates <ul style="list-style-type: none"> <li>Jan 12, Feb. 16, March 16, April 20, May 18</li> </ul> </li> <li>Public Comments</li> </ul> | Dr. Joan Rosas, Superintendent                             | <b>Attendees:</b><br>Patrick Hurley<br>Aleyda Barrera<br>Nailah Blake<br>Wini McMichael<br>Diana Harlick<br>Denise Fornier<br>Sue Wright<br>Sue Wiesel<br>Karla Rodriguez<br>Colleen Sullivan<br>Rosie Rivera<br>Marlyn Bussey<br>Jennifer Young<br>Joan Rosas<br>David Chambliss<br>Shara Watkins<br>Noelia Corzo<br>Nicole Anderson<br><br><b>Visitors:</b><br>Tal Tamir <a href="mailto:tal@tntamir.com">tal@tntamir.com</a><br>Windi Hazzard <a href="mailto:whazzard@smhwc.org">whazzard@smhwc.org</a><br>Mary Lynagh<br>Grace McCollum-6th grade student /Marcella McCollum (mom) <a href="mailto:Marcella.mccollum@gmail.com">Marcella.mccollum@gmail.com</a> ;<br><a href="mailto:graceomccollum@gmail.com">graceomccollum@gmail.com</a><br>Stephen Floor <a href="mailto:stephen.floor@gmail.com">stephen.floor@gmail.com</a><br><br><b>New members:</b><br>Jennifer Young-Certificated Staff Rep<br>Dr./Rev Marlyn Bussey-Community members<br><br><b>Agenda approved:</b><br>Motion: Patrick; Second: Karla<br><b>Minutes approved:</b> Motion: Colleen; Second: Marlyn |
| <b>Building Safe Space (5 min)</b> <ul style="list-style-type: none"> <li>Social-emotional check</li> <li>4 agreements</li> </ul>   | Nicole Anderson, Equity Consultant                         | <ul style="list-style-type: none"> <li>4 agreements reviewed</li> <li>Reflection on 3 quotes about leading for educational equity</li> </ul> Mary-shared 1st quote (leading for change)<br>Nailah-shared John Lewis quote (youth sometimes get stuck in “cancel culture” when someone makes a mistake. We must forgive and help them)  |
| <b>Board Update: (5 min)</b> <ul style="list-style-type: none"> <li>Current board priorities focused on equity</li> </ul>   | Noelia Corzo, Past President<br><br>Shara Watkins, Trustee | <ul style="list-style-type: none"> <li>highlight of board work; pushed back school reopening from Jan. 19 to later date of district due to new covid-19 county color/surge and future expectations</li> <li>Presentation on reopening; revisited the middle school plan and will be holding another meeting next week to get another update.</li> <li>Approved contract with Dr. Pedro Noguera to support the plans to do community outreach and support the development of the North Central School</li> </ul>  |

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|  |  | <ul style="list-style-type: none"> <li>Board Reorganization: President Kenneth Chin, VP Allison Proctor, Clerk Shara Watkins, New Trustee Lisa Warren</li> <li>Noelia/Shara will still be ETF board liaisons</li> </ul>   |
| <b>District Update: (10 min)</b> <ul style="list-style-type: none"> <li>District reopening Plans</li> </ul>  | Dr. Joan Rosas,<br>Superintendent<br><br>David Chambliss, Assistant<br>Superintendent        | No report. Board reopening report was shared by Trustee Corzo   |
| <b>Content/Capacity Building: (15 min)</b> <ul style="list-style-type: none"> <li>Defining Educational equity</li> <li>Recognizing the barriers to equity work</li> <li>Understanding a systems approach to equity work</li> </ul>   | Nicole Anderson, Equity Consultant   | <ul style="list-style-type: none"> <li>see google slides in folder for content shared</li> <li>Nicole gave a recap/overview of equity concepts including barriers to the work.</li> <li>ETF members should be mindful of continuously building content knowledge and context of equity to be able to teach others as well as establish a lens for the work they are doing as a task force <ul style="list-style-type: none"> <li>Equity in Education (what is equity, what are the barriers, what actions create equity)</li> <li>History of public education</li> <li>Why Equity gaps exist (testing rooted in eugenics ideology)</li> <li>Barriers to equity <ul style="list-style-type: none"> <li>Stereotypes</li> <li>Microaggressions</li> <li>Implicit Bias</li> </ul> </li> </ul> </li> <li>Suggested group review slides and read Racial Equity Detours and Water of Systems Change article</li> <li>Denise/ETF suggested the board to amend and update the equity resolution: <ul style="list-style-type: none"> <li>Change the terms “she” and “he” to “they” and “them”</li> </ul> </li> <li>Include equity resolution amendment at Jan. Board study session</li> </ul> |
| <b>Recentring the Work: (10 min)</b> <ul style="list-style-type: none"> <li>Future Listening Session plans</li> <li>Equity action planning process (parts 1-5 in google doc)</li> <li>Sub committee focus areas <ul style="list-style-type: none"> <li>Academic: MTSS</li> <li>School Safety: LGBTQ</li> <li>Staffing</li> </ul> </li> </ul> | Nicole Anderson, Equity Consultant   | <ul style="list-style-type: none"> <li>Jennifer, Marlyn to join staffing sub committee</li> <li>Add Laura to safety sub committee</li> <li>Reviewed sub committee members, regrouping</li> <li>Nicole encouraged the group to narrow the focus and consider what data informs their work</li> <li>Group used equity impact action planning google doc to record responses (parts 1-5)</li> </ul>  |
| <b>Collaboration/Equity Impact Action Planning: (60 min)</b> <ul style="list-style-type: none"> <li>Sub-Committee collaboration(breakout rooms) <ul style="list-style-type: none"> <li>data review</li> <li>Research needs</li> </ul> </li> </ul>  | Nicole Anderson, Equity<br>Consultant<br><br>ETF Sub Committee Members<br><br>Staff Liaisons | Nicole met with visitors/non-ETF members about their desire to contribute to the work <ul style="list-style-type: none"> <li>Mary-desire to share perspective with this work;happy to see the board focus on this work</li> <li>Windi-want to learn more about how equity is evolving and want to share with her staff in afterschool space (can see connection to all three focus areas, but specifically academic )</li> <li>Tal-interested in anyway possible and still learning more about the work; passionate about supporting immigrants students (interested in supporting any of the groups)</li> <li>Stephen-parent who desires to learn and find parallel with work he does as he leads for diversity grad program at UCSF</li> </ul>  |

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|  |   | <p>(early intervention important-academic/safety focus area)</p> <ul style="list-style-type: none"> <li>Grace (6th student)-students feel unsafe and bullied and not treated well at school should be noticed; they may be keeping it to themselves ; we should have another student listening session; today she spoke at her school GSA session and students focused on being bullied</li> </ul> <p><b>Sub committee collaboration: (see equity impact action planning google doc)</b></p> <p><b>Safety:</b> Need to get more familiar with SRO resolution but want to continue to focus on current work around LGBTQ students on current data that was provided by Wini.</p> <p><b>Academic/MTSS:</b> group unpacked goals, purpose, and challenges around MTSS and updated action planning document. Nicole suggested that the group consider what equity gaps would be closed as a result of implementation of MTSS being implemented at all schools; what data could be measured</p> <p><b>Staffing:</b> on boarding of new members, review of part 3 focusing on the historical context and purpose of the work. Sue shared data and perspective for two focus areas around recruitment (diverse staff) and retention (training)</p> |
| <p><b>Next Steps: (5 min.)</b></p> <ul style="list-style-type: none"> <li>Sub committee collaboration</li> <li>Staff Listening Session</li> <li>Closing remarks/announcements</li> </ul> | <p>Nicole Anderson, Equity Consultant</p> <p>Dr. Joan Rosas, Superintendent</p> | <ul style="list-style-type: none"> <li>need to have ETF members who can help with parent interviewees after the winter break <ul style="list-style-type: none"> <li>Susan</li> <li>Patrick</li> <li>Colleen</li> <li>Karla</li> </ul> </li> <li>New student members to be considered</li> </ul> <p><b>Closing comments by students:</b></p> <ul style="list-style-type: none"> <li>Grace: This committee can help others who don't have a voice at school</li> <li>Nailah: glad we are doing this work and glad to make a change in the future</li> </ul>   |
| <b>Adjournment: 9:04pm</b>   | Dr. Joan Rosas, Superintendent  | <p>Motion: Patrick</p> <p>Second: Denise</p>  |