



Equity Committee Meeting 6/30/2021

Attendees: Rhana Bazzini, Bill Nease, Ashley Cote', Nora Ngo Mitchell, Dr. Jim Minor, Dwana Washington, Geri Chaffee, Christian Yu, Cyd Quin, Lisa Ramirez, Linda Daniels, Tomas Williams, Queen Zabriskie, Mickey Stone, Ashely Cote', Dr. Asplen, Dr. Moore

Meeting began at 5:35 P.M.

Dr. Moore can be reached at (941) 927-9000 x31154. Early mornings are the best times.

- Immediately placed into breakout rooms to discuss Draft Equity Policy and make edits/updates.
- 6:07pm groups brought together to discuss via a group spokesperson, the edits/updates made by the group.

Comments From Group #1 – (Online)

- Had questions:
- 2nd paragraph with handicapping conditions; is that an appropriate word?
- Section d: instead of accelerating, add facilitating?

Comments From Group #2 – (Online)

- Professional Development, Section c: Want district to develop culturally responsive instructional practices – want admin, teachers, staff to help implement; take pressure off teachers
- Section d: delete “develop and”
- Section k: Needs to be reworded; must apply to all staff – district staff too, not just school staff.
- Section n: Should there be a process where community members can report equity concerns?

Dr. Moore responds: Superintendent or Dr. Moore will likely receive and report these issues to the committee; The Bullying, Harassment complaints are addressed by Human Resources Employment and Equity personnel.

Dr. Moore suggested there will hopefully be a place on the district website instructing people where/how to report equity concerns.

Comments From Group #3 – (Online)

- Equal and equitable used twice, but not defined.
- Academic rigor instead of educational
- Desired Outcomes: Dangling “first” that doesn’t make sense



- Section d: “District” needs to be capitalized for consistency within the document
- Section f: Change “the diverse community” to “our diverse community”
- Section j: Change to “continuous examine”
- Section k: Agrees with Group #2’s comment
- Section l: Definition of “communities” is unclear

Comments From Group #4 – (In-Person)

- Educational Equity: Remove the sentence “These characteristics include but are not limited to...”
- Section f: Reference the specific histories/curriculum that the county will be teaching (similarly to original draft)
- Section g and k: Instead of saying “reflect diversity” say “represent students of underrepresented/marginalized backgrounds.”

Comments From Group #5 – (In-Person)

- Purpose: Agree with Group #4’s comment
- Also, under Purpose: “as appropriate” doesn’t flow
- Disagree with Group #4’s comment: characteristics should stay.
- Professional Learning, Section c: Change relevant to representative
- Professional Learning, Section c: Prefer stakeholders to be involved; disagree with Group #2’s comment: suggest collaborate to make district and schools involved
 - Group #2 agrees
 - group #5 Suggests that schools want framework from district, and, in turn, schools will implement
 - Dr. Moore’s response: Agrees; Dr. Moore will rework section
- Section d: Agree with Group #1; think better word than “facilitating” if possible

Final Comments:

- Under Professional Development, Section c: Concerned that culturally responsive instruction practices – who decides? Worries that schools with homogenous populations (i.e., mainly white communities) will refuse to implement.
- Dr. Moore’s response: Dr. Moore hopes this will be the expectation, schools will work to practice culturally responsive instructional practices. Dr. Moore also hopes to create “Equity, or Accountability Teams” to ensure compliance and that all equity needs of students are met. Additionally, Dr. Moore hopes that instructional materials will be readily available so that teachers can easily add these materials into the curriculum. We aren’t just teaching about one demographic; all curriculum about all cultures should be taught to all students.
- Definitions, Section a: Further agreement with Group #5 on keeping characteristics
- Dr. Moore’s response: WE must talk about race in these characteristics; the district is devoted to caring for all students. Dr. Moore chooses language in the hopes of appealing to all people. We in this committee must stay focused on our data and what the federal government asks school districts to do.
- What policy was in place before this Draft equity Policy?
- Dr. Moore, and Dr. Minor’s answer: Only equity policy in existence was in Human Resources (e.g., sexual harassment, etc.). noting about education; this Equity Policy is brand new, but long overdue.
- Next step is for Dr. Moore to rework the edits one more time; receive edits from committee members; ma meet via Zoom or through email correspondence for final discussion before Dr. Asplen meets individually with Board members to move towards policy steps.



- Eventually, will have to sit before the School Board (Dr. Moore hopes as many Equity Committee members as possible will be with her during that time to show unity).

Dr. Moore is on vacation but can still be reached via phone and email.

Meeting ended at 6:55pm

**Next meeting will be on Wednesday, 7/21/2021 at 5:30 PM. Onsite in Blue Room 221
(Canceled)**

Sincerely,

Dr. Harriet D. Moore

Dr. Harriet D. Moore
Director of Innovation & Equity
School Board of Sarasota County



SarasotaCountySchools.net