



Sarasota County Schools **EQUITY** Committee

Equity Committee Minutes March 24, 2021

Present: Dr. James Minor, Rhana Bazzini, Nora Mitchell, Ashley Cote', Julie Halbert, Jorge Hernandez, Thomas Williams, Sarlah Davis, Trevor Harvey, Dr. Wendy Katz, Geri Chaffee, Davian Spires, Queen Zabriskie, Lisa Ramirez, Dwana Washington, Chrystal Guiler, Amanda Rico, Dr. Bill Woodson, Dr. Asplen, Dr. Moore

Dr. Moore can be reached at (941) ~~941-9000 x 3115~~ Early mornings are the best times.

Introduction of all committee members. There were two new members in attendance.

Dr. Asplen update – There will be information about a book provided by Dr. Moore. This is one we will use to help with research and goals for our committee. We will be reviewing equity plans from other districts along with strategic planning.

Power point presentation that will be sent out to all on the committee.

Meeting Protocols, Goals and Policies were reviewed again with the group.

Definition of Equity – “The quality of being fair and impartial”. There are many definitions of Equity and can be interpreted in different ways by others. This can also change based on needs of students and staff.

Equality versus Equity – we can provide the same resources to the same people, but we do not have the same results. This is based on the equity gap. We need to work with data on how to minimize the gap.

Discussions:

- We would like to have an idea of what the Sarasota County vision/mission statement is and branch off that as we are a piece to help the County's vision.
- Dr. Asplen – there will be a new strategic plan by August for the next school year.
- Community should be listed in both the mission and vision. Without the community backing/understanding we could face backlash and not succeed.
- GOALS –
 - Closing the Achievement Gap
 - Ensuring Equity In schools and the district
 - Recruitment and Retention of Diverse Staff
- Mission Statement –
 - Access rigorous cultural development
 - To Maximize equitable access to rigorous education by advocating
 - Use fostering versus promoting.

- Measuring data/reviewing.
- Vision statement –
 - Values, but need to look into this as a business strategy. What is the plan?
 - Belong, Include, Dignity, Equity are key words to keep in mind.
- Data drives everything we do.
 - Quantitative and qualitative levels of data.
- Understanding allocation of resources to the proper places.
- Inclusion – 6 themes of inclusion
- Dr. Moore will piece together the few statements reviewed tonight and get them put on a google doc for us to be able to edit and send back to her with our suggestions. We need these to be short and concise. We need these back within a week of the next meeting, 4/14 so they will be ready to be reviewed for the meeting and discussion.
- Dr. Moore will also be working on a rough draft for an Equity Policy for us to work on next meeting.
- BOOK – Belonging Through A Culture Dignity is encouraged to purchase and read. Not mandatory, but we will be using this as a tool to help formulate our plans etc.
 - <https://www.amazon.com/Belonging-Through-Culture-Dignity-Implementation-ebook/dp/B081D7H6JM>

Next meeting will be on Wednesday, 4/14/2021 at 5:30 PM. This will be a 2-hour block meeting. If you must leave early, it is ok.