

Diversity, Equity and Inclusion Task Force Report and Recommendations

The Diversity, Equity and Inclusion (DEI) Task Force was established at the September, 2020 Board meeting for the purpose of establishing proposals designed to ensure the maximum effectiveness of Board support for the Diversity and Equity Action Team (DEAT) and to increase socioeconomic diversity on the Board. DEAT was established in the 2017-2018 school year for the purpose of creating a more welcoming and equitable environment at ANCS, and lists “community outreach to build relationships in parts of ANCS attendance zone currently underrepresented in enrollment at the school” as one of its key priorities (<https://atlncs.org/equity-support-at-ancs/>). Current DEAT co-chairs include Equity Support Coordinator Tilifayea Griffin, K-5 Associate Learning Specialist Anthony Lobban, K-5 School Counselor and Test Coordinator Leslie Jo Tottenham, and 6th/7th Grade Individuals and Societies Teacher and Director of After-School Activities and Athletics Santina Cambor.

Accomplishments

One of the goals of our Task Force was to raise DEAT’s profile in the school community and on the Board. In pursuit of this, the Task Force recommended the creation of a “DEAT page” on the school website. Thanks to the work of Tilifayea Griffin and Paige Teusink, this was quickly achieved, and the “Equity Support” page, featuring DEAT, is now up and accessible as a link under the “About” tab on the school homepage (<https://atlncs.org/equity-support-at-ancs/>).

Further, to raise the profile of DEAT’s work on the Board, a “DEAT Update” will become a standing item on the monthly Board meeting agenda, beginning with the December meeting, for the purpose of providing regular updates on DEAT activities, diversity outreach and recruitment, and any DEAT requests for Board support. This update will be provided by Board members actively involved in DEAT.

Recommendations

After careful consideration and discussion with DEAT Co-Chair and school Equity Support Coordinator Tilifayea Griffin, the DEI Task Force submits the following recommendations to the Board for separate consideration and vote:

- 1) DEAT currently receives no annual budget allocation from the school, instead relying on one-off requests for funds as needs arise.

Proposed: Leaving the amount of allocation and the process of budget submission and approval to the discretion of the Leadership Team, in consultation with DEAT co-chairs, the Board supports DEAT’s request for an annual operating budget to facilitate effective planning and implementation of its agenda.

- 2) DEAT cannot rely entirely on volunteers to effectively plan and implement an ongoing outreach effort in accordance with its priority to “build relationships in parts of ANCS

attendance zone currently underrepresented in enrollment at the school.” The DEI Task Force recommends support for DEAT’s outreach efforts through the creation of stipended positions for teachers, staff or parents to assist in this effort.

Proposed: Leaving the number of positions to be created and the amount of compensation to the discretion of the Leadership Team in consultation with DEAT co-chairs, the Board supports the establishment of stipended positions to support outreach efforts to economically disadvantaged families in the Tier 1 attendance zone.

- 3) Regarding ensuring diversity on the Board, the Board Nominations policy document states that "In accordance with the values of ANCS, the Nominating Committee shall seek to ensure that the Board of Directors is inclusive and at least parallels the diversity of our community." The DEI Task Force recommends that this goal be codified in the Board Nominations policy document with the requirement that, prior to publicly advertising Board positions, the Nominations Task Force will report to the Board the actions it will take to achieve this.

Proposed: The Call for Nominations section (below) of the Board Nominations policy document shall be amended with the addition of the following language, in bold:

Section 2. Call for Nominations

- 1. (Proposed amendment): Prior to the public call for nominations, the Nominations Task Force [in this document referred to as the Nominating Subcommittee] shall report to the Board the actions it will take to ensure that the Board recruitment process results in a pool of candidates that reflects the diversity of the communities that we serve.**
2. After determining the Board positions to be filled, a call for nominations for Board members will be made to the community no later than February, allowing at least two weeks for a response.
3. This call for nominations will be distributed to all current families and faculty and staff. It will be posted on the ANCS website, social media, and other areas to enhance recruitment efforts of non-parents.
4. The notice will describe the skills and experience the Nominating Subcommittee is seeking and ask suitable interested candidates to complete an application, including personal profile information and references, by the close of the nominations period.

The complete Board Nominations policy document is available here:

https://atlns.org/guide/Default.htm#02_Board_Governance_Policies/Board_Nom

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