DRAFT

# Environmental Charter Schools

# Minutes

## Equity and Diversity Committee Meeting

**Date and Time**
Wednesday May 30, 2018 at 4:30 PM

**Location**
3600 W. Imperial Hwy. Inglewood, CA 90303

**ECMS-I Members:**

- Tashanda Giles Jones
- Danny Cristales
- Geneva Matthews

**ECMS-G Members:**

- Michelle Torres
- Tasneem Muhammad
- Talia Dotson
- Babette Dickerson

**ECHS Members:**

- KC Villoria
- Sara Diaz

**Board Member:**

- Farnaz Golshani-Flechner
- Ernie Levroney

**TNT Member:**

- Danielle Kelsick

**Equity & Diversity Taskforce Charter**
The Equity & Diversity Taskforce promotes and supports ECS's work to develop a school culture that fosters equity, inclusion and an appreciation of the diversity within our community.

Recent events in our nation have drawn attention to structures and processes that have historically disadvantaged people of color and persist today. We acknowledge that ECS, as an educational institution, is situated within a historical context and is not immune to the biases and structural inequities that have disenfranchised the communities we serve. As a public education leader in Los Angeles, we have a powerful responsibility to respond proactively and to embrace opportunities to change the structures and processes within our institution that undermine our efforts to educate and empower ECS students.
We need to critically examine our practices with an eye to continual growth, modeling the lifelong learning and critical thinking that will empower our students to be quality stewards of their communities and our world.

History of this Work
The Taskforce will build upon the work already begun at our three campuses, including Arlene Ford's Great Minds Inquiry at ECHS in 2011-2014, the ongoing efforts of the ECHS Equity & Pedagogy Coalition and collaborative work of ECMS with Tyrone Howard in 2015-16.

Call to Action
The Equity & Diversity Taskforce will examine data on topics such as student achievement, school discipline, school climate and enrollment trends/retention; address the roots of bias; share insights and suggest possible resources or actions to ECS leadership. The Taskforce membership will include parent, student, teacher, staff, administration and Board representation. Community members may also serve on the Taskforce.

**THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE**
Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

**PUBLIC SPEAKERS AT STANDING COMMITTEE MEETINGS**
Notice is hereby given that consistent with the requirements of the Ralph M. Brown Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only. The public should be aware that the Committee is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

Environmental Charter Schools recognizes that it benefits greatly from public input and perspective. Individuals are invited to address the Committee on any topic or subject matter that falls within the Committee's purview. Speakers may sign up in person immediately prior to the beginning of the Committee meeting by speaking with the Committee Chair.

Should a member of the public wish to speak on matters not listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of three (3) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of six (6) minutes each). Please note that the Committee allows a maximum of 10 minutes to each subject as determined by the Committee Chair.

Should a member of the public wish to speak on matters listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of five (5) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of ten (10) minutes each).

The public should be aware that the Committee is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

**REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY**
Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting ECS at (310) 214-3408, option 5.

**FOR MORE INFORMATION**
For more information concerning this agenda or for materials relating to this meeting, please contact ECS at (310) 214-3408, option 5.

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**Committee Members Present**
Alison Diaz, Danielle Kelsick, Danny Cristales, Dr. Geneva Matthews, Ernie Levroney, KC Fabiero, Sara Diaz, Tashanda Giles Jones

**Committee Members Absent**
*None*

**Guests Present**
Babette Dickerson, Farnaz Golshani-Flechner, Jenina Ramirez (remote), Michelle Torres, Paola Reyes, Robert Maxwell, Talia Dotson

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**I. Opening Items**

### A. Record Attendance and Guests

### B. Call the Meeting to Order

Danielle Kelsick called a meeting of the Equity and Diversity Committee of Environmental Charter Schools to order on Wednesday May 30, 2018 at 4:52 PM.

## II. Approval of Agenda and Previous Meeting Minutes

### A. Motion to Approve the Agenda

Ernie Levroney made a motion to approve the agenda.
Tashanda Giles Jones seconded the motion.
The committee **VOTED** unanimously to approve the motion.

| **Roll Call** | |
|---|---|
| Danny Cristales | Aye |
| Dr. Geneva Matthews | Aye |
| Danielle Kelsick | Aye |
| KC Fabiero | Aye |
| Tashanda Giles Jones | Aye |
| Alison Diaz | Aye |
| Ernie Levroney | Aye |
| Sara Diaz | Aye |

### B. Approve Previous Meeting Minutes

Sara Diaz made a motion to approve minutes from the Equity and Diversity Committee Meeting on 03-21-18 Equity and Diversity Committee Meeting on 03-21-18.
Danny Cristales seconded the motion.
The committee **VOTED** unanimously to approve the motion.

| **Roll Call** | |
|---|---|
| Danny Cristales | Aye |
| Tashanda Giles Jones | Aye |
| Ernie Levroney | Aye |
| Danielle Kelsick | Aye |
| Dr. Geneva Matthews | Aye |
| KC Fabiero | Aye |
| Alison Diaz | Aye |
| Sara Diaz | Aye |

## III. Discussion Items / Updates

### A. Opener

Danielle Kelsick introduced the agenda and objectives of the meeting. These included updates on site-based equity and diversity projects.

**B. ECMS-G Update**

The ECMS-G Taskforce reported on the success of and lessons learned after their various equity and diversity projects. They highlighted the success of the Black Excellence Club. The club consistently draws high attendance, especially from the 6th grade. The Black Parent Forum saw high attendance at its first meeting, but was unable to maintain a high turnout throughout the year. Upon reflection, the Taskforce discovered personal phone calls from teachers inviting parents to the Black Parent Forum help ensure higher attendance and took this as a lesson for the next year. These efforts have cultivated a stronger sense of belonging and connectedness among Black students at ECMS-Gardena. As the Taskforce also embarks on an outreach campaign targeting elementary schools with a high African American population, this sense of belonging among Black students is especially important.

After a year of growth, challenges and learning, the Taskforce concluded that their efforts must be accompanied by equity, cultural competency and recognizing bias trainings for teachers. The Taskforce proposes the hiring of Black Student and Parent Liaison. The Taskforce reminds the Board of Directors of the need for funding for this position.

**C. ECMS-I Update**

The ECMS-I Taskforce reported on the impressive success that was their Math Night. In an effort to improve math achievement of African-American students and to provide math support for all stakeholders, the Taskforce hosted a Math Night with the goal of changing students' affective filter towards math. The Taskforce believed that increasing student enjoyment of and excitement towards math would increase student achievement. The Math Night also helped equip parents with tools, especially math games, to help their students with their math. Feedback from both parents and students was overwhelmingly positive, inspiring the Taskforce to organize a Literacy Night.

**D. ECHS Update**

The Taskforce at ECHS has continued to create and support Black-centered spaces on campus. With this goal in mind, the Taskforce has developed a 1 and 3-year plan for the site's equity and diversity goals. One of the foci is to increase college access for students in affinity groups such as the Black Student Union via summer visits to colleges and universities including Historically Black Colleges and Universities. The Taskforce's plans also include continuing to support and expand the Ethnic Studies classes offered at ECHS. The Taskforce included the establishment of an Equity and Social Justice Coach in their plans. This coach, similar to what ECMS-G and ECMS-I proposed, would support providing anti-bias and cultural sensitivity training for teachers and staff. This also requires the Board of Directors' support in acquiring funding.

**E. Collaboration Activity**

As a collaboration activity, EDC members had a discussion on what next steps to take. The Committee determined the need for a collective focus, shared infrastructure or templates to build on, full time positions dedicated to this work and a mentorship program between the high school and middle schools. These efforts need to be supported by an explicit incorporation of the EDC mission and goals into the ECS mission and vision.

### F. Next Steps

The Equity and Diversity Committee is eager to continue their equity and diversity projects next year. In order to do so, the EDC will identify a shared goal in the summer or early in the school year. This goal will be the priority for every member of the EDC and will allow for cross-pollination and the sharing of resources across the three sites.

## IV. Closing Items

### A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:34 PM.

Respectfully Submitted,
Paola Reyes
Danny Cristales made a motion to adjourn the meeting.
Danielle Kelsick seconded the motion.
The committee **VOTED** unanimously to approve the motion.