DRAFT

Eno River Academy

Minutes

ERA D & I Task Force Group

Date and Time
Tuesday September 29, 2020 at 5:00 PM

Location

Directors Present
Charles Penny II (remote), Dianne Gonzalez (remote), Michael O'Malley (remote)

Directors Absent
None

I. Opening Items

A. Record Attendance and Introductions

Meagan Kimbrough
Kristin Martin
Angela Ceja
Lisa Pope
Anne Kenyan
Betsy Martin
Donna Khul
Julie Daniels

Rebecca Gallegly
Nicole Ware
Kim Iles

B. Call the Meeting to Order

Michael O'Malley called a meeting to order on Tuesday Sep 29, 2020 at 5:00 PM.

II. Action Items - D & I Task Force

A. Resources Review / Discuss

Opening Concerns

-UNC-Students having trouble with what's going on in the world. Can we do anything for students having a hard time with that? Deadline extensions? Support Groups?

- Tapping into counselor resources at the high school.
- Supporting students and reaching out to black students.
- Position Statement or Mission of diversity and support, communicating with teachers to support minority students and having 100% backed support

Resources-

- The great read-a-loud posted on facebook PATH group. This incorporated people from all over the world. Jason Reynolds is speaking on his Remix-Stamped. Oct. 9. Great opportunity for our kids to hear from different authors and resources.
- Teachers for each grade are ready for ERA book club facilitator and Kristin is sending email tomorrow to entire school community and asking people to sign up with email addresses so that teachers can send out the book club meeting links as well as get started. Kick off Oct. 4/5.
- Kristin's training is full through December but looking at further trainings.

SCHOOL DIVERSITY CONSULTANT

Admin is hopeful to have more people to recommend before the next board meeting. Kristin Martin, Lisa Bair and Amy Davis would be interviewing and navigating the process.

- Jen Cort meeting scheduled coming up soon so admin is meeting with potential candidates. A few interviews are being scheduled.

CONCERNS:
People from D&I would like to be more involved in the vetting process.
If same people are making the choices we are going to get the same outcome.

Consideration needs to be given to people who are not okay with current situation and help push the agenda.
Admin team making final cuts and then getting more D&I involvement as part in the interview process. Different perspectives would be best. Parents and teachers offer a different point and want more change.
Is there a way to get D&I members, students, board members and diverse ERA members as part of the interviewing panel?
Can we bring in more names? Are we able to vote? Let's stop the fight before the fight even happens.
-Continue to vet options for consultants through D&I to bring to admin.
-Can we see the list of other candidates? If Lisa has contacts we want to be part of digging and getting to know candidates.
We want to work WITH and HELP with the process and work together with admin and board as a task force.
Dianne (community), Angela (student), Nicole or Charles (parent) and Donna or Meagan (teacher) willing to be part of an interview committee
Alt. Option-
Equity Audit from Lisa Pope after her conversation with Voyager contact: Douglas Price.
CREEd-James Hoard (charlotte James Cord 2015 teacher of the year) does training sessions. https://creed-nc.org/
WE ARE- another group to look at if Jen Cort doesn't work out.www.weare-nc.org/events-news
Visions Incorporated
Voyager Leadership change as well as more people of color on the board, PTO female of color on the board. He is more supported now than when he started but still has a long way to go.

LOTTERY SUGGESTIONS
Educational or Economical- No one has brought forth a different proposal. Zip code based lottery so we can look more like community we are based in. We can write the proposal to board in Raleigh as a "community weighted lottery." Could be a way to change our school and NC Charter in general.

SURVEY
Instead of a survey can we ask about building resources for teachers , staff development, ect. Offering Parent sessions versus holding up with a survey. Rather than a survey send out communications on our goals, current mission, pillars. Leadership and addressing where we are going and what is right. Welcoming volunteer, sponsorship and feedback from community. We wont need a survey or forum for people to voice their grievances. Even with people who do not see the value in our mission only solidifies the fact that this is something we need.
Survey to ask people how white do you think we are? How much is too much of a single race? If we are going to run a survey it should be able to lead us to answers we need.
Can we get a communication to put out before the next board meeting?

Betsy, Julie and Lisa to get first draft.

D&I Club at ERA HS.
President Angela working on mission for her club and is appreciative of our support and was eager to hear of our plan to bring someone on staff to help with diversity and inclusion at ERA.

III. Closing Items

A. Next Steps

RECAP & ACTIONS

Recommending a committee to help interview the short list of consultant candidates
Dianne (community), Angela (student), Nicole or Charles (parent) and Donna or Meagan (teacher) willing to be part of an interview committee
Drafting a communication to school community about our pillars and point of view, thought leadership.
4 Pillars, how to get involved, concerned about you student? How to reach out? Betsy, Julie and Lisa to work on first draft. Everyone will have a chance to check it out before next meeting.
Position Statement: Admin raise attention to teachers that students might be a little distracted and deserve grace. A position statement would help a lot for this and teachers to know they are backed to support students.
Donna bring it up in next leadership meeting with HS administration.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,
Michael O'Malley