

DRAFT



## Eno River Academy

# Minutes

### ERA D & I Task Force Group

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#### Date and Time

Thursday February 11, 2021 at 5:00 PM

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<https://us02web.zoom.us/j/88952895093?pwd=ZFJjLzZNYTdlSmh0aUhMVDhwLzJWdz09>

Meeting ID: 889 5289 5093

Passcode: 796473

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#### Directors Present

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

#### Directors Absent

*None*

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### I. Opening Items

#### A. Record Attendance and Introductions

Attendance: **Amy Davis, De'Wana Smith, Julie Daniels, Lisa Pope, Betsy Martin, Meagan Kimbrough, Donna Kuhl, Rachel Royce, Elizabeth Mejia-Millan (minutes)**

#### B. Call the Meeting to Order

Michael O'Malley called a meeting to order on Thursday Feb 11, 2021 at 5:05 PM.

## II. Recap

### A. Status Updates

#### **DIVERSITY & INCLUSION STATEMENT**

- Approved at Board of Directors meeting, 20 January 2021
- Linked under "Diversity and Inclusion" tab on ERA webpage
- Language as follows:

"The ERA Board of Directors formed a Diversity and Inclusion Task Force to collaborate on issues of equity at ERA. The Task Force has identified four pillars of focus: Staff Development Opportunities; Staff Recruitment and Support; Student Body Recruitment and Support; and Curriculum & Culture.

To address these and related issues, the Board, the Task Force, and Administration have agreed to employ a professional consultant, and are actively interviewing diversity, inclusion, and equity professionals. The goal is to have a professional consultant on board, and measurable updates about our transformation by Spring 2021.

If you are interested in being part of this work and conversation, we encourage you to attend our Diversity and Inclusion Task Force meetings ([link to ERA school calendar](#)) or reach out to our administrative staff with any concerns you may have regarding issues of diversity, inclusion, or equity."

#### **SUPPLEMENTAL PROGRAMMING OPPORTUNITY**

- "Dismantling Racism" series organized by Levin JCC (Durham, NC)
- Free programming available from Jan-April 2021
  - Includes book club, movie discussions, as well as performance
  - Register via weblink: <https://www.jewishforgood.org/anti-racism>

## III. D & I Task Force Action Items

### A. Review / Discuss

#### **D&I CONSULTANT SEARCH DISCUSSION**

##### **INTERVIEWS**

- Completed 25/26/27 January 2021
- Candidates included: Jen Cort, Dr. Sheldon Lanier, and Hustle University
- Interview team included: Lisa Bair, Mike O'Malley, Nicole Ware, Amy Davis (non-voting), Meagan Kimbrough, Donna Kuhl, Dianne Gonzalez, Charles Penny III, De'Wana Smith, Angela Ceja-Reyes
- Ranking preferences post interviews: Equal ranking for Jen Cort and Dr. Sheldon Lanier

##### **CONSULTANT MERITS**

**JC = Jen Cort; SL = Sheldon Lanier**

##### **1- Professional Perspective**

**JC:** LCSW-C, Social Worker/Counselor

**SL:** Ed.D., Educator

## **2- Current Occupation**

**JC:** Consultant, Owner of Jen Cort Educational Consulting

**SL:** School Administrator, Principal of Githens Middle School, Durham; Diversity & Inclusion Consultant

## **3- Personal Demographic**

**JC:** Caucasian female

**SL:** African American male

## **4- Approach/Style**

**JC:** Nuanced, Therapist-like

**SL:** Direct, Stepwise Approach

## **5- Geographic Base**

**JC:** Washington, DC metro area - although consults nationally

**SL:** Durham/Chapel Hill/Hillsborough

## **6- Consulting Timeline**

**JC:** Per Diem/No Contract

**SL:** Annual Contract

## **7- Availability**

**JC:** Immediate - pending confirmation

**SL:** Aug 2021 - June 2022 (check if can start earlier)

## **8- Budget**

**JC:** \$350-500/hr or \$2300-2600/day, flexible as needed

**SL:** \$3000/month or \$30,000/school year

## **IV. Closing Items**

### **A. Next Steps**

#### **CONSULTANT FOLLOW UP**

1- Solicit **References** (2-3 per consultant)

2- Compile findings from references, optimally to be included with recommendation to ERA BOD meeting this coming Tuesday, 16 February 2021

#### **RECOMMENDATION to ERA BOD**

1- Present notes re **Consultant Merits** (above)

2- Supplemental information obtained from **References**

3- Board selection of either Jen Cort or Sheldon Lanier, based upon equal rating per interview committee

**MARCH MEETING DATE: TBD**

Will include ListServ with email contacts for D&I Committee

**B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:02 PM.

Respectfully Submitted,  
Michael O'Malley