DRAFT

Eno River Academy

Minutes

ERA D & I Task Force Group

Date and Time
Thursday February 11, 2021 at 5:00 PM

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

Meeting ID: 889 5289 5093
Passcode: 796473

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

Directors Absent
None

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