

Fairbanks North Star Borough School District  
Diversity Committee

Thursday, February 28, 2019  
5:30 – 7:00 p.m.

520 Fifth Avenue  
School District Administrative Center  
Board Room

**AGENDA**

**A. PRELIMINARIES**

1. Call to Order
2. Roll Call / Introductions
3. Approval of Agenda
4. Approval of November 29, 2018 Minutes
5. Approval of January 7, 2019 Minutes

**B. REPORTS**

1. Faces of Fairbanks
2. NCBI Update
3. Resolution Sub-Committee Update
  - i. Members: Ashley Strauch, Elizabeth Holm, Alyssa Quintyne

**C. OLD BUSINESS**

1. Equity Policy

**D. NEW BUSINESS**

1. IDAP-Inclusion and Diversity Action Plan
2. Open Committee Discussion

**E. INFORMATION**

**F. CLOSING COMMENTS FROM COMMITTEE MEMBERS**

**G. ADJOURNMENT**

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

November 29, 2018

**A. PRELIMINARIES**

**1. Call to Order**

David Rucker called the meeting to order at 5:32 pm in ADC Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

**2. Roll Call / Introductions**

Members present:

Sharon McConnell

Flora Roddy

Carrie Bragioner

Alyssa Quintyne

Ashley Strauch

Jazzanne Gordon-Fretwell

Administrative support present:

Shayna Lunt

David Rucker

Members Not in Attendance:

Michael Angaiak (excused)

Maxine Dibert

Rose O'Hara-Jolley

Marilyn Russell (excused)

Kenya Edwards

Guest:

Rodney Gaskins

Joanne VanFleteren

**3. Approval of Agenda**

David Rucker made a motion to approve the agenda. Everyone seconded the motion and it carried unanimously.

**4. Approval of the Minutes**

Members reviewed the September 27, 2018 meeting minutes and David Rucker made a motion to approve them. Everyone agreed and it carried unanimously.

**B. REPORTS**

1. Rodney Gaskins and David Rucker—NCBI (*National Coalition Building Institute*) Update
  - i. Exposure Workshops are a simplified version of what they learned at NCBI. A way to reach across cultural barriers (i.e. poverty, education, social status) and to teach skills to decrease discrimination. We hope that we can bring this into the schools and community to bring people together.
  - ii. The group who went from Fairbanks was a diverse group of people. Through the workshop and constant conversation and skills learned, there was a better understanding of another's story.
  - iii. NCBI is about the sharing of stories and the sharing of pain and lessons learned from someone else's experiences with discrimination. The point of these workshops is to create and develop the seeds of empathy.
  - iv. Ignorance is one of the root causes for discrimination. Through conversation, we can share our experiences with one another and empower one another to make change within our own community.
  - v. Kate LaPlaunt shared at the NCBI workshop that this could affect the classrooms. This program is a great skill for Teachers to have to break down barriers for students.

- vi. March 28-29, 2019. Two full-day sessions will be available to 40-50 people who will be chosen (through an application process) to teach the workshop to become trainers of this skillset. The hope is that a wide group of employees across the district will come together to learn these valuable skills of crushing cultural barriers.
2. Faces of Fairbanks
- i. On November 15, 2018, the subcommittee for “The Faces of Fairbanks” met (Flora Roddy, Carrie Bragonier and David Rucker) and brainstormed ideas for recruiting.
  - ii. David Rucker shared that by utilizing the School District’s website, we could share a link to The Faces of Fairbanks. There are opportunities to link diversity pages with EEO and Title IX.
  - iii. Carrie Bragonier shared that by recruiting students, who are studying photography, or writing, and getting them involved in the project, we can have a more diverse group.
  - iv. Flora shared her idea of profiling Diversity Committee members as a jumping off point for The Faces of Fairbanks. By asking employees to volunteer, it gives us time to work out the permissions of including students.
  - v. Ashley Strauch asked how the Face of Fairbanks would be found on the website? Could we utilize the schools Facebook page to recruit students? Transportation for a student who is taking pictures? Potentially giving the opportunity to students at different schools.
  - vi. Elizabeth Holm shared having student led clubs, where students meet and learn about different cultures each month. Having the district support the immersion of cultures. She suggested that schools host events that encourages the sharing of cultures.

**C. OLD BUSINESS**

- 1. NA

**D. NEW BUSINESS**

**1. Resolutions to renew**

- i. Resolutions from each year are put on the agenda for School Board meetings for the following year.
- ii. For Black History Month, there will be a coloring and writing contest that is sponsored by the NAACP. They are hoping to have more advertisement this year to promote participation.
- iii. National Disability Awareness Month—Rose O’Harra-Jolley met with a representative from Access Alaska that gave ideas of how to draft the resolution. She mentioned that by including the community in writing the resolution, it could be more powerful and meaningful.
- iv. Alyssa Quintyne has met with a few community members
- v. Sharon McConnell shared that in a school board work session that teachers want enough time to plan for activities around these resolutions. Teachers want a few months advanced notice to plan for upcoming resolutions that are upcoming.
- vi. There was a discussion about drafting a resolution and the best way to go about that. Who drafts it? Who vets the resolution?
- vii. Rose O’Harra-Jolley offered to be the Chair for the subcommittee.
  - Members of the sub-committee: Ashely Strauch, Elizabeth Holm, Alyssa Quintyne
- viii. Ashley Strauch motioned to create a subcommittee to develop a resolution supporting disability awareness. Alyssa seconded the motion. It carried unanimously.

**E. INFORMATION**

1. David Rucker welcomed a new Diversity Committee member, Elizabeth Holm from North Pole, AK.
2. Ashley Strauch shared her thanks to all who participated in the School Board meeting for the LGBTQ Resolution, especially Alyssa Quintyne for her help drafting the resolution and talking to the community.
  - i. David Rucker thanked Tim Doran for his help in getting the resolution in front of the board.

**F. ADJOURNMENT**

David Rucker made a motion to adjourn the meeting. Jazzanne Gordon-Fretwell seconded the motion and it carried unanimously. The meeting adjourned at 6:33 pm.

Fairbanks North Star Borough School District

Board Diversity Committee

Special Meeting

MEETING MINUTES

January 9, 2019

**A. PRELIMINARIES**

**1. Call to Order**

David Rucker called the meeting to order at 5:33 PM in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

**2. Roll Call / Introductions**

Members present:

Maxine Dibert  
Sharon McConnell  
Michael Angaiak  
Carrie Bragonier  
Jazzanne Gordon-Fretwell  
Rose O'Hara-Jolley  
Alyssa Quintyne

Administrative support present:

David Rucker  
Shayna Lunt

Members Not in Attendance:

Flora Roddy (excused)  
Katie Dabney (excused)  
Brienne Gray  
Elizabeth Holm  
Marilyn Russell  
Ashley Strauch (excused)  
Kenya Edwards

Guest:

Kate LaPlaunt

**B. REPORTS**

**1. NA**

**C. OLD BUSINESS**

**1. NA**

**D. NEW BUSINESS**

**1. Review: Equity Policy**

Kate LaPlaunt spoke sharing the purpose of this umbrella policy. This Equity Policy is a jumping off point that can help make the effort towards defining Equity within the district. It has been understood that this policy will need revisited over time, but we do not want fear to stop us from making the change now.

David Rucker asked Shayna Lunt to read the Equity Policy as presented.

*Policy read aloud.*

Sharon McConnell mentioned the concern of having other organizations mirror our district standards. Kate LaPlaunt mentioned that the District would not allow the use of facilities to organizations that do not share the same inclusion policy.

Rose O'Hara-Jolley mentioned the importance of creating Administrative Regulations that encourage other businesses to have inclusion in their services through the District modeling the behavior that we want. Rose mentioned including 'Native Language' in the policy.

Sharron McConnell echoed adding language and culture to the list of aspects that the District is committed to providing support and services to.

Committee members participated in finding the best wording and intent for the policy.

Every business and organization has a different understanding and definition of equity. It is not necessarily to be equal, but to have the same opportunities to be inclusive and to reduce barriers to embrace everyone.

Committee members discuss what success is. Success is different to every person, child, and student.

*Kate LaPlaunt and Sharon McConnell had to leave early.*

Upon unanimous agreement, the committee agreed to push the equity policy through pending final edits made during this meeting.

## **E. INFORMATION**

### **1. NA**

## **F. ADJOURNMENT**

David Rucker made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 6:52 PM.

IDAP

# Inclusion and Diversity Action Plan

## FY18-FY21 Strategic Plan

### Organizational Excellence

*"Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive."*

- **Operational Support:** Execute efficiency and best practice in operational support and financial management.
- **Diversity:** Engage and foster a strong diverse workforce, representative of all cultures that enriches the quality of education provided to all students.
- **Curriculum System:** Redesign our curriculum system to be agile and adaptive to change, keeping materials and resources relevant.
- **School Buildings:** Ensure facility plans to address safety, changing delivery needs and declining enrollment.
- **Workforce Excellence:** Attract, retain and develop excellence in our employees.



Operational  
Support



Diversity



Curriculum  
Support



School  
Buildings



Workforce  
Excellence

# Ongoing Diversity and Hiring Events



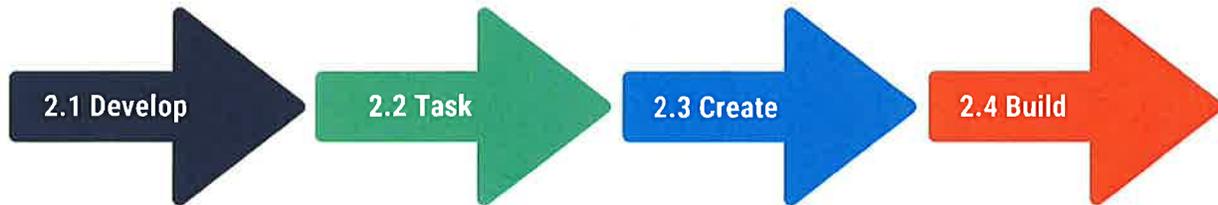
## Goal One:

Form a standing Inclusion and Diversity focus group composed of members from the diversity committee, community members, staff, and key members of National Coalition Building Institute (NCBI) team.



## Goal Two:

Promote the Fairbanks North Star Borough School District as a highly desirable employer that offers a safe, caring work environment where staff and students from varied backgrounds feel a sense of belonging.



## Goal Three:

Compile a core set of programs and trainings for staff, students, and the community designed to support the district's commitment to inclusion and diversity.



# Goal Four:

Continually evaluate recruiting and hiring process for the purpose of identifying barriers and ensuring the district is attracting, hiring, and retaining a diverse pool of qualified staff.

