

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

February 28, 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
Flora Roddy
Carrie Bragonier
Katie Dabney
Jazzanne Gordon-Fretwell
Alyssa Quintyne
Marilyn Russell

Administrative support present:

David Rucker
Shayna Lunt

Members Not in Attendance:

Rose O'Hara-Jolley (excused)
Sharon McConnell (excused)
Michael Angaiak (excused)
Elizabeth Holm
Ashley Strauch (excused)
Kenya Edwards

Guest:

April Scott (for Michael Angaiak)
Jomo Stewart

3. Introduction of Katie Dabney. She is a parent, community member and school district employee.

B. REPORTS

1. Faces of Fairbanks:

- i. Marilyn Russell asked if we could get a template as to what should be in a Diversity Bio for faces of Fairbanks. "What diversity means to me..." April Scott suggested three critical points for the biography. 1) a picture, 2) what diversity means to me, 3) and reason to being on the diversity committee.
- ii. This can lay the foundation for future profiles of people that we feature in the future by laying out the example ourselves.

2. NCBI Update:

- i. March 28-29, 2019 training. Diversity Committee Train the Trainer members are Flora Roddy and Jazzanne Gordon-Fretwell.
- ii. Every quarter, the trainers will go out into the community and do one-day immersion classes for groups of 30-40. This is the process of healing through inclusion. The hope that this will be the lynchpin to building bridges in the community.
- iii. For employees, will those volunteers be paid for their attendance? David Rucker will find out more information, but in his understanding, it will be paid for employees who participate.
- iv. David Rucker, Yatibaey Evans, Rodney Gaskins, and Kate LaPlaunt.

3. Resolution Sub-Committee Update:

- i. Members: Ashley Strauch, Elizabeth Holm, Alyssa Quintyne, Rose O’Jolley-Hara.
- ii. Alyssa Quintyne has been trying to get in touch with the two other members but has not been successful. The hope is to get something drafted for” People with Disabilities” by the middle of March. They are talking with community members and gathering all the information as possible.
- iii. David Rucker proposed making meetings end at 7pm to keep sessions on track.

C. OLD BUSINESS

1. Equity Policy:

- i. The policy has made it to the Policy Committee, and they have a few questions and changes regarding the policy. They want to change the name of the policy to “Equity & Inclusion.” There may be an issue as to the third paragraph with the businesses and groups embracing our policy of anti-discrimination,
- ii. March 5, 2019, will be the next School Board Meeting where this Resolution will first be presented.
- iii. What is equity? Equity is making sure that while everything is not split evenly, but divided so that all schools, individuals have the same opportunities. The plan is that this policy
- iv. There is confusion about the intent of the last paragraph.
- v. Alyssa Quintyne suggested that a letter is sent with the resolution to the school board so that the School Board knows the intent behind the last paragraph.
- vi. Maxine Dibert read the Equity Policy to review the list of inclusions that the Equity Policy covers.
- vii. April Scott thinks that Equity should be that everyone should have “access to” the same; however, equity means fair. Some schools might need more to match the “sameness” of other schools. There is a divide when Equity and Anti-Discrimination are both addressed in the same policy. Jazzanne Gordon-Fretwell recommended defining “Everyone” in the policy because historically, it has been “Everyone except this group...”
- viii. Alyssa Quintyne said that as a committee the words “equity” “inclusion” “discrimination” need to be defined so that there is no confusion as to what each word means according to the District.

D. NEW BUSINESS

1. IDAP-Inclusion and Diversity Action Plan:

- i. Claire Morton, Executive Director of HR, wanted this introduced to the Diversity Committee. HR is planning several job fairs and hiring/resume help for community members.
- ii. Recruiting is difficult up here in terms of not having a pool of certified teachers and support staff of diverse backgrounds. How do we find the best and those who can bring Diversity to our district? HR has discussed more online recruiting to further our reaches into those diverse groups.
- iii. Claire Morton would like a volunteer from the Diversity Committee to join a team that would create the strategic plan of inclusion and Diversity Action Plan.
- iv. April Scott brought up the question: What is the support going to be for those employees that we bring into Alaska? What support is going to be offered to retain these employees? David Rucker shared that over the next year there will be strategic actions put into place. Marilyn Russell

shared that there should be a “buddy” for those new employees that come in. Current employees that partner up and mentor those new employees.

- v. Flora Roddy asked when the work sessions will be for the IDAP development take place. More information to come on the requirements of this workgroup.

2. Open Committee Discussion:

- i. Poster Contest: What does Diversity mean to me? Teachers need enough time to prepare their lessons to include whatever theme we decide. Communication with teachers is key with projects like these.
- ii. October 4, 2019, is National Diversity Day. Maybe introduce in September to collect entries by October. What will be the prizes/incentives?
- iii. April Scott motions to make meetings every other month to get these projects in motion. Flora Roddy seconded. Marilyn Russell asked if we could postpone the decision because of the number of individuals absent. Shayna Lunt will send out an email getting opinions on meeting every other month, and what days would be best to meet.
- iv. Alyssa Quintyne apologized for not calling out some offensive comments that were made at the last meeting. Mis-gendering was mentioned and isn't something appropriate to suggest. She suggested that all diversity committee members attended some training (Sensitivity Training, Safe Space Training, Communication, and Diversity). NCBI training is a great Segway. Katie Dabney suggested we bring someone from UAF to speak with us and offer some training and support in Diversity.
 - Alyssa Quintyne offered to set up a meeting for the training to take place.
- v. Marilyn Russell shared a paragraph about Neuro-Diversity. An article suggesting that Autism and ADHD aren't abnormal, but instead is diversity within brains and is just a brain that requires accommodations.

E. INFORMATION

- 1. NA

F. ADJOURNMENT

- 1. Flora Rody made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 7:03 PM.