

**HARLEM BOARD OF EDUCATION
EQUITY & SOCIAL JUSTICE COMMITTEE (COTW)
MINUTES
OF
AUGUST 14, 2024**

9. **EQUITY:** (Limited up to 60 minutes) Start time is 4:35 p.m.

Administrator: Jason Blume, Assistant Superintendent for Communications & Community Relations

9.A. Roll Call

Holly, Emily, Mike V., Christy, Marya, Elana, Brock, Kyra, Alana, Jeremy, Becky S. , Kasie, Ryan, Terrell, Evelyn, Kris, Jason

9.B. Meeting Minutes Consensus: July 10, 2024

All aye, no opposition

9.C. Public Comments (if any) none

9.D. Discussion

9.D.1. Discussion Items:

- a. Meeting Norms – Jason reviewed
- b. Brief History

Jason shared his personal story. We have focused on two main things, the Mission and doing the work in the buildings. In addition we are trying to bring community into the fold and have been engaged in this work since 2012 as a result of Federal Mediation, and we reached a point to attempt to involve others externally. The Committee was formed with that in mind, and since Jason and Terrell have facilitated, they have been finding ways to bring these things to the community.

Purpose of the meeting is to get Board members and public members the opportunity to grow individually and to experience these themes. We post the meeting in this format but it is a way for our Board also to engage in conversation collectively but with a different format. Most of what is brought here goes back to the E teams. This also influences how we look at policy as well.

Terrell noted that they discuss the structure, how to support E Teams but at the same time get the information out to our community on what we are doing and supporting our kids. We are trying to create that balance to support E teams where the work is being done. We need to adapt and evolve through these meetings to serve our students best.

Megan noted that we don't vote on anything but it is really like a group share or collaboration where E teams, the Board can come together to share what we are doing. We know the why but we need to push past the people at the table here so people know what we are doing.

Mike noted he asked the question so that we can get the why out. It was the purpose to explain what we are doing in a better way. The Board needs to help with this support and is there more that the Board can be doing to help push this out.

Elana noted that some things have changed as this summer Dr. Erb was ordering paper from the warehouse and the warehouse now offers paper that has multiple skin colors and not just beige or ivory colors. A parent last evening had their child bring six packs of pencils and crayons with multiple skin colors. These are the things we need to push out. We need to continue that all kids are represented and small gestures like this is moving in the right direction. Megan noted that there was a testing that was not equitable and those things could be brought through the committee, i.e. do we have band aids that match skin color. The Board can help with these things.

Kasie noted that one of her interviewees asked questions about inclusivity and equity and do to the work the District has been and continues to do accepted the position at her school

c. Training: Accessibility to Opportunity

How are we ensuring that students and staff have accessibility and equitable access to opportunity. We need to have an evaluation tool for the buildings.

Mindset and beliefs can be criteria for “safe staff” and “safe spaces”

Jason asked people to take the draft of Equitable Access Checklist back to E-teams.

i. Presenter: Machesney Elementary

d. Building E-Team Support

9.E. Announcements and Updates

a. Next Meeting Date: September 4, 2024

3 Minute video was shown by Jason for people to reflect on.

i. Topic: Bias

ii. Presenter: Olson Park Elementary

b. Equity Monthly Themes

Equity Newsletter “In this Space” will be coming out shortly.

9.F. Adjourned at 5:07 p.m.

Minutes taken by
Kris Arduino