

Equity & Social Justice Committee  
Minutes  
Thursday, June 23, 2022 4:30 PM

Harlem Administration Center - Board Room,  
8605 North Second St., Machesney Park, IL  
61115  
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Machesney Park, Illinois 61115

## MINUTES

1. Call to Order at 4:30 p.m. by Jason Blume

2. Roll call: Terrell Yarbrough, Kris Arduino, Jason Blume, Brad Sweet, Andrea Sweet, Erin Anderson, Kaila Matthys, Kasie Kosinski, Jenny Cleveland, Kyra Newnam, Nick Stange, Evelyn Meeks, Abbie Edwards, Ryan Reinecke, Elana Mach, Courtney Korasek

3. Motion to approve Agenda

1<sup>st</sup> Matthys 2<sup>nd</sup> B. Sweet

All aye, motion carried

4. Motion to approve Committee minutes of April 7, 2022

1<sup>st</sup> Yarbrough 2<sup>nd</sup> Matthys

All aye, motion carried

5. Goal Statements

Jason read through the Ensure Education is Equitable, Interrupt, and Continue to Foster Communication Among All Stakeholders

6. Comments from the Community - none

7. Discussion items:

a. Icebreaker Activity

Terrell started off with an activity with shooting balls in a basket

and showed a clip on privilege

b. Building E-team Discussion

c. Subcommittee: Training for Social Justice Meetings

d. Subcommittee: Onboarding for New Staff

e. Subcommittee: Policy review

Kyra asked about next year if there will be more district E-team days on top of Institute Day or is this Committee the focus of those days. She feels that numbers have gone down over this past year and she believes that we need to get people back and new staff coming in. At the high school it has been a challenge to get people back into it. Andrea Sweet noted there are a lot of new administrators that have not worked with their staff.

Terrell noted that we started having conversations on frameworks and PEG. We went away from them because the people that worked with us are no longer there and we are looking at other resources. We would like to have some district-wide meetings but we need to determine what it will look like and who will facilitate. We can still use what we learned from PEG as our foundation but we now need to look for who can guide us. Jason noted that our hope is that the subcommittee working on trainings can be talking and looking at these as we want to build consistency and continuity which will come out of this committee. We have not selected dates as yet but we no longer have DELT and did have meeting in conjunction with Courtlandt. There are so many that went through years of PEG that we have the knowledge base and did back to see what we can start with. Kaila Matthys thinks bringing in someone to facilitate is better or use a book to create and modify lessons.

We need to order Courageous Conversation Books for all (Kris will order)

We have to have a protocol in place as it is hard to have a courageous conversation without parameters.

Jason noted that as a committee there are opportunities in areas where we need to grow. We have the tools and we need to decide where we are going with things.

Kaila asked about community things as we need to reach out to different community resources with our various ties in the community. Webinars are also something that can be tapped into. Madison and Rockford have tons of things. This could be a subcommittee conversation. Maybe getting Phyllis in here is a good idea.

We need to share out as we may have input from all of us.

## 8. New Business:

### a. Training for Social Justice Committee – flip the committee with onboarding

Kyra noted they need to look at resources we already have to refresh on the basics and to look at our prior materials and book.

Kyra asked about a timeframe and rollout. Jason thought we can build it into the committee meetings so there would be some time for training as a part of it, but also we could have other times as well but it is up to the subcommittee to decide.

Terrell noted that we need to keep planning activities in this group. So then these people take it to the buildings and flow chart this. Kyra noted it good be a good opportunity to test something out here and then bring people in as an activity. One of the concerns is that we are not hitting everyone but we want to make sure all feel welcome.

We also talked about this in onboarding but our staff needs refreshers as there are issues with GPA's and CF's who interact with students. Abbie would like to see having activities here and then bring them back to the buildings. Ryan noted that if we have time it would be great to have just them and not every teacher who is other meetings so we can focus on what is relevant to them.

Jason noted that we need to bring recommendations forward to the Superintendent.

Andrea noted that she feels that maybe each month have a different school highlighted so some of the other people in the school would be involved in this. The highlight would be in the newsletter. So maybe we charge our E-teams for what they are doing in the buildings and Kyra creates a schedule and gives to the person in each building.

Kyra noted for the training Subcommittee she works best with deadlines and goals. By the next meeting there will be a training in place that we are going through. By July 21 a training will be presented at the meeting. We could have a point person at each building. Marquette will do August and Jenny Cleveland will be Marquette's point person. Abbie asked if you are talking about each building are you talking about what we have done with staff, students, what is the activity about. It could be in conjunction with the subcommittee training. How can we help put something together....Some buildings are doing a ton of things and could come to us. Building E Team discuss time is where we talked about things so highlighting each month is good but we need to know what teams are doing. Kyra asked how long we want the trainings, do we want it at the committee and then each building have an opener activity. If there is a topic for each meeting the subcommittee could work on what we are training on and the building could provide the activity in relation to the topic.

We need continuity per Kaila but we need to keep that for all buildings as equity is everything. We are missing that as I go into each building. It is very disjointed at this time and we need a flow on how we structure the parameters and each building has connectivity. Jenny said with onboarding the question is what do you teach to everybody who goes everywhere.

Nick said on 21<sup>st</sup> we come back with structure and game plan instead of an activity and talk about that and then start the next meeting with the committee taking the first one and go from there.

b. Onboarding New Staff – Nick, Jenny met and the issue that came up was about framework. Jeremy was following up with Becky and Micki to see if there is time that we could present to new staff. We need to know more of a set expectation. Jason noted that Micki reached out to Jeremy and they need to get together.

Equity can be woven into the Mentoring Program and that should not violate anything we are talking about at the table. Terrell noted he is thinking about the framework for onboarding. From the Beyond Diversity training what is important to share with new staff. From our work what is important for them to know. We need to know the parameters of time per Jenny. Just the elements of what do you feel is important, identifying what you feel is important for them to learn. We could invite new staff here. The four agreements and six conditions, as well as goal statements could set the foundation and using the compass.

What is it what we need them to know and how do we get there.

There will be a lot of new staff at the high school this year and mentoring could include Equity as Mentor/Mentee. New Teacher training may not be the place to start and probably it is not good to have it there. Something to motivate and show with a good music needs to make them feel like they are happy that we do equity work. Mentors need a manual per Kaila. It could be added every month to a Mentoring binder. Kyra noted we could include people's names in buildings for new staff to go to and short clips on what we have done this summer. This is what you will hear and see. In This Space....

c. Policy Review Subcommittee – Kaila and Kasie, From policy what is the hope and end game. Evelyn is also on this committee we would need to have a policy on how we are reviewing on a two year cycle and to have feedback that the policy gets changed or not changed as we go through six and seven hundreds. If we build a process how do we create something for review of the policies to see if equitable. Kasie and Kaila will attend Policy on the 27<sup>th</sup>.

a. Equity Journey Continuum

Principals have seen the overview of this. A power point was shown on this subject. ISBE developed a strategic plan which focuses on equity and they designed a tool to report out the data they already have which is data districts report to the State from Illinois Report Card. The Report Card is released in October.

b. The Social Justice Phrase Guide

Terrell passed out a Phrase Guide to read and pass to anyone that may come to the next meeting.

He shared this to see if there are any “ah ah” moments

9. Announcements and Updates:

a. Individual Building Highlights

b. Next Meeting Date:

1. July 21, 2022 at Harlem Administration Center

10. Motion to Adjourn

1<sup>st</sup> Abbie 2<sup>nd</sup> Kaila

All aye, Motion carried

Meeting adjourned at 6:03

Minutes by Kris Arduino