

Committee of the Whole Minutes
Wednesday, November 13, 2024 4:30 PM

Harlem Administration Center
8605 North Second St
Machesney Park, Illinois 61115

EQUITY & SOCIAL JUSTICE MINUTES

8. **EQUITY:** (Limited up to 60 minutes)

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

8.A. Roll Call: Evelyn Meeks, Jason Blume, Terrell Yarbrough, Kris Arduino,

Union: Elana-Schelling-Tufte/designee-

E Team members:

Loves Park

Machesney

Maple

Marquette

Olson Park

Parker Center

Ralston

Rock Cut

Windsor

High School

Middle School

8.B. Meeting Minutes Consensus: October 9, 2024

Unanimous yes

8.C. Public Comments (if any) none

8.D. Agenda Items:

a. Meeting Norms – Jason reviewed and reviewed discussions that took place within Building Leaders, noting that in order to promote the first action statement we need to support with internal operations i.e. District Leadership Team to support our E teams better and create that opportunity for the teams to talk together. This venue would be to highlight things that we are doing from this point forward but less about training that buildings are taking back. You will see this Committee that will show highlights and bring recommendations to Board meetings for the Board to review and approve. Larry asked if the ESJ will go back to the larger format to involve more people to engage in the dialogue and share ideas. This would be Jason's recommendations we want Board members to be involved in the work but if more than two board members show up it becomes a Board meeting. We want staff to be involved at these meetings so this structure is not set for everyone to be engaged. These are really operational and internal things where leadership and staff come together to make decision to

bring to the Board. We will still have ESJ meetings but it will be more highlighting per Terrell. Staff meetings will then continue on the equity journey with training. Terrell will also highlight items under his report at Board meetings as presentations so the entire community can see this. We would be adding another structure to cover everything to allow E teams and leadership together.

Work won't be done at ESJ but sharing what is being done in buildings will continue and reporting to the Board what is being done at the buildings. The work is being done internally with ESJ sharing out. Mike added that the Board can then push things to Business Services so the Board can decide to approve so we can support all the E teams.

Jason noted that the transition will be made for future meeting to meet our needs.

- b. Training: Allyship
Presenter: Ralston School

Scott, Janine Messner presenting from Ralston

Allyship is the active support for the rights of the minority or marginalized group without being a part of that group.

The quality or practice

Video shown

Janine noted we look at how to introduce to our young students so we try to simply for primary students can connect to.

Video shown for youngest

An activity was done with sharing experience in which you were an ally.

Sharing with another person your experience for two minutes.

Kasie shared that she has tried to be more conscious to be an ally with subgroups of students on the autism spectrum in her building. When family nights are planned they were not attending so we reached out to them.

ALLY – Act, Listen, Learn, Yield

Look Out for the Left Out is their theme

4 pillars of walking the talk, Act, Listen, Learn, Yield

Ally is really a verb standing up against the marginalization and oppression. We had the program that started with a group of students which was totally student led as to what they wanted to do and wanted to talk about. This year we do not have a request from students for this group but we are open to it if needed by students. Ally Program is always available to students if they need it.

Terrell noted an experience he had at Jessica's when a father thanked him for the program at Ralston. We want students to take the initiative. Scott noted that we checked with the parent of a sibling who was a driver of the program and she is fine now. We have provided space for the chess club as well.

Ally to Co-conspirator- you can be in the acting quadrant

Video by Bettina Love on co-conspiratorship

Book – We Want To Do More Than Survive

Jason noted that Scott and Janine are co-conspirators in standing up for kids

Allys and Co-Conspirators differ in focus, risk, commitment and privilege.

Resources were included – Peter Reynolds Book – Say Something for elementary to explain a co-conspirator in kid language.

Co-conspirator the word is for the E Team is focused on but not used with elementary kids. For the kids it will always be ALLY.

c. Building E-Team Support

9. New Business

a. Other Items

10. Announcements and Updates:

a. Next Meeting Date: December 11, 2024

i. Topic: Engagement

ii. Presenter: Maple

b. Equity Monthly Themes

11. Adjourned at 5:26 p.m.

Minutes taken by Kris Arduino