

EQUITY COMMITTEE
Wednesday, June 12, 2019
9:00AM-3:30PM
1029 J. Street, 3rd Floor (Room 320)
MINUTES

1. Welcome/Introductions

Yadira Moreno

Meeting called to order at 9:07AM by Yadira. Thirteen leaders in attendance.
Began the meeting with an icebreaker - Human Bingo that enabled the group to get to know each other.

2. Approve the Agenda

Yadira Moreno

AGENDA: Approve the agenda for the June 12, 2019 meeting

Motion: Regina Green (region 11) **Second:**(Tracie Noriega, Region 6) Motion Passed

3. Approve the Minutes

MINUTES: Approve the minutes for the April 5, 2019 meeting.

Motion: (Leo Perez, Region 1) **Second:** (Edgar Lampkin, REGION 1) Motion Passed

4. Topic Updates

Yadira Moreno

Topics	Updates/Minutes
Role of Committee Members & Responsibility to Region (Yadira Moreno)	Yadira Moreno, Chair shared the role of the committee. A committee supports expertise and networking of best practices and ACTS on issues specific to equity. Discussion was lead around the question: HOW DO YOU ENVISION “ACTING” ON ISSUES OF EQUITY? Region 2: Boards do not look kindly at times to representatives, and it does not support Equity at the district level.

	<p>The challenge of serving on the committee is challenging the conservative mindset on the committess - the goal is to find ALLIES</p> <p>It is challenging - even when you are trying to do “What is best for kids”</p> <p>Micah - how do we define equity across the county. At our county - it allows us to have conversations around equity and be the “third party voice” - to identify equity issues through data points</p> <p>Resistant districts still need to support institutional change for equity.</p> <p>Victor Thompson - Discusses Chronic Absenteeism (identifying differentiated assistant for groups)</p> <p>Lisa Broomfield - Identifying subgroups (30 is small) so where are the students when you have a large number of students</p> <p>The equity work is still undercovered - and there is no departments of equity work. Usually it is “on top of our day job.”</p> <p>Micah (Region 6) How are students groups identified in our LCAPs - and doing equity in isolation is difficult - but we need see how EQUITY issues live in other department - multiple points of influence and how we serve</p> <p>Driving Question: How do elevate and create sustain practices for equity within the region? <i>Meeting with your Region president?</i></p> <p>Charles - could we ask for the Equity Rep to serve on the Region Board at the local level.</p> <p>Regina - it would require changing the bylaws</p> <p>Tracie - Region 6 - we do have the Equity Rep on the board rep - we held the first Equity Symposium - Region 6 do have support and access to PD.</p> <p>Marguerite - Our goal is to build a relationship with the board president in order to get them to the table. The “ACSA BOARD” is really active on Equity</p> <p>There must be a balance with level of advocacy for all subgroups</p>
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	<p>Director of Equity (Administrator) academies - there is always “someone doing the work” -</p> <p>Edgar Lampkin - suggestion to add an Equity Warrior Award as an ACSA - in order to see the story and the voice of this practice across the stage -</p> <p>Initiatives that are taking place that are tied to the work - Bills - Leg action - inform our work -</p> <p>Marguerite informs about Valuing Diversity Award - But Edgar and Micah share how can we change the it to ensure its about the work that they award recipient does in their day job -</p> <p>Toney Henry (Region 7) shares how can we recognize that its not only a leader of color that is recognized - but ensuring that it really does encompass equity.</p> <p>Ensuring the award is about the individual’s work - not about the individual</p> <p>Marguerite shares about how our committee needs to develop with the board president - to ensure a criteria with the award (Valuing Diversity Award)</p> <p>Edgar Lampkin - Suggestion for an Equity Hotline</p> <p>Equity</p> <p>How do you report back to your region?</p> <p>CREATE a communication line with the board president</p> <ul style="list-style-type: none"> • Charles - Ensuring the it strengthen the tool boxes of divisions to support the practitioner <p>Attendance Expectations 2019-20 must attend all meetings</p> <p>Conclusion:</p> <p>Create changes at the region level</p> <p>Understanding our role - how role and regions differ - so we (equity committee) can have time on the region meetings</p> <p>Email your region president to make a connection with Equity scheduling meeting</p>
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	Equity Committee “we are the extensions of Marguerite/ACSA in the regions”
Strategic Plan Year 1 Review (Marguerite Williams)	<p>Committee reviews goals for strategic plan</p> <p>Goal 1: Increase Diversity</p> <p>Goal 2: Increase members awareness and action in equity and diversity of underserve leaders and students</p> <p>Goal 3: Provide and embed relevant equity leadership in ACSA leaders</p> <p>Review of Goals for each region: Discussion: Equity Reps discuss their role in their goals</p> <p>Region 12 - Met goals 2 & 3 Region 7- Add Equity Strand to Conference (Goal 3) Region 11 - Recruitment (Met Goal 1) efforts have sky rockets and adding to bylaws a recruitment goal Region 1 - Focused on (Goal 1) survey ethnicity on the region adn how we change over time - Met Goal 3 (added Charter Rep) Great access to region and board to present on Equity Region 14 - Equity Symposium Training (Goal 2) Region has an Equity planning event (Goal 3) (Goal 1) Region 6 - Big drop in enrollment because of Oakland Unified Dip Equity Symposium & Every Meeting has an Equity Strand (Goal 2 & 3 met) Region 19 - County work is strong due to region being spread out - Leadership Training is positive and includes Equity Work (Goal 2 & 3) Next Year’s Theme - “Lift Up to Rise” Region 2 - Goal 1 (Mixers events & promoting of ACSA equity) Goal 2 & 3 - Work in Progress in Communication and building relationships</p>
Strategic Plan Year 2 Goals (Marguerite Williams)	<p>As an Equity Community Rep for the Region the following will be the goals for the Equity Committee Representative (aligned to the strategic plan) for the Region:</p> <p>Leadership Development</p> <p>To increase diversity in ACSA membership and leadership through intentional recruitment, retention, and outreach efforts.</p>

	<p>Membership Development</p> <p>Equity committee representatives will create an Equity Regional Network of at least three leaders to support region equity leadership and ACSA Equity Office (network within region)</p> <p>Increasing Diversity</p> <p>How we will evaluate- meeting recaps, artifacts, and resources to advance the work through the use of the Google Folder</p>
<p>Equity Administrator Academy Topics</p> <p>(Marguerite Williams)</p>	<p>Marguerite shares the new administrator academy - The academy advocates for a network and self care - Courageous statements indicate you must get ready to “hear” from people</p> <p>As an equity committee we need to empower the work - in order to ensure the work</p> <p>Suggestion - Ask the region to pay for the Equity Rep to attend the Equity Administrator</p> <p>People</p>
TOOL BOX	Regional Reps to be able to support the work across the regions
<p>Equity Committee Folder</p> <p>(Marguerite Williams)</p>	<p>Marguerite shares about the folder and the ACSA Equity trainings for 2019-2020</p> <p>Unconscious Bias Training Social Justice Credentialing Program Equity Leadership Institute 2 +1 iLead Lab Series</p> <p>Dates were reviewed sign ups, and pricing</p>
<p>Equity Column, Leg. Rep, and Equity Committee Captains</p>	<p>Deadline for the Equity Corner</p> <p>8.26.19 (Edgar - Region 2) 1.13.20 (Leo - Region 1) 2.3.20 (Victor - Board Liaison) 3.9.20 (Marguerite) 4.13.20 (Toney - Region 7) 4.27.20 Tracie Noriega (Region 6) 6.8.20 (Yadira Moreno)</p>

	<p>Legislative Policy Committee Rep: Charles A Brown Jr.</p> <p>Equity Check in Captains</p> <p>Region 1-4 Edgar Lampkin (Region 2) Region 5-8 Tracie Noriega (Region 6) Region 9-12 Charles Brown (Leg) Region 13-16 Victor Thompson (Board Rep) Region 17-29 Lisa Broomfield (Region 19)</p>
<p>Legislative Update</p> <p>(Martha Alvarez)</p>	<p>LCAP - flat funding - it is fully funded: Concern from EQUITY - not hitting targets</p> <p>AB 39 - ACSA is supporting for full per pupil funding</p> <p>Pension Relief for CALSTRS and CalPERS Employer Contribution</p> <p>After School Education and Safety (ASES) Program - \$50 million is ongoing for reimbursement rate for students to not shut down programs</p> <p>SPED Funding: Early intervention for students at age 3 & 4</p> <p>Kindergarten Facilities - \$300 million for full day kinder - full day kinder by 2020-2022 - next goal - mandatory versus</p> <p>Grant: Need to apply through State Allocation Board - their will be language created the week of June 17th</p> <p>Mental Health - Competitive grants through school district and counties through the Proposition 63</p> <p>PD for Administrators (Title 2) - 21st Century School Leadership Academy - competitive grant</p> <p>Golden State Teacher Grant Program: Scholarship program up to \$20,000 per teacher to target schools with emergency credentials</p>

	<p>AB75-1 - ACSA is cosponsoring - it will allow students to take the SAT or ACT versus the SBAC - and the teachers would be the proctors</p> <p>Bias with civil rights groups on why we support a BIAS test -</p> <p>Dialogue: How will the dashboard contribute to this change</p>
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TASK FORCE to support equity project:

Presentation for Regions on: Roles and Responsibilities: Leo, Toney, Victor, Edgar

Equity Tool Kit: Tracie Noriega, Charles Brown,

Region Reports/Updates

Yadira Moreno

Region	Committee Members	Attendance	Region Updates
1	Leo Perez	P	<p>Spring Conference for Regions 1-4 was successful and allows you delve deeper on topics if needed</p> <p>All Star Breakfast - Planning Welcome Back Breakfast where Membership Drive is important to kick off</p> <p>County is working on grading Equity Issues - choose a grading practice to see how it is equitable across</p> <p>Retreat for the Region June 28-29</p>
2	Edgar Lampkin	P	<p>Shared out about Lori Oleson (historical perspective about the English Language Learner RoadMap)</p> <p>Exchange Student Program - build partnership with Non-Profit called African American Exchange Program - create a program for juniors and seniors to study abroad for a semester - take their classes online and receive a certificate on idioms;</p>

			Looking to partner with Rowanda (5 spots guarentee)
3	Micah Studer	P	
4	Ron Thomas	A	
5	Carla Llewelyn-Vasquez	A	
6	Tracie Noriega	P	Region Leadership Summit Week of June 17th Board Retreat - August 2 & 3
7	Toney Henry	P	Spring Conference in May - Committee has embraced the Equity Strand Turlock Unified has an Equity Task Force - Last Topic of Meeting - Inclusion Model for Sped.
8	Sheila Murphy - Brown	A	
9	Tanya Fisher	A	
10	Irelia Dominquez	A	
11	Regina Green	P	Will be leaving position and the new Equity Member: Jose Morales, Co Director of the Equity Academy EXECUTIVE DIRECTOR was able to get an Equity Academy Retreat was part on June 10-11 - Proposing adding someone for membership to be inclusive of all (diversity)
12	Charles Brown Jr.	P	New Job - Will be moving regions from 12 - 19 New Rep: Leadership Retreat in Palms Springs with region 12 San Bernadino Charter Retreat scheduled for week of June 17 New Equity Reg for Charter Rep: Robert Morales (elementary principal)
13	Rich Underhill	A	
14	Valencia Mayfield II	A	Victor to report Region Conference over 200 attended Retreat for Region 14 is scheduled for August

			Planning Pathways to Equity Summit Sept. 24, 2019
15	Michele Bowers	A	
16	Delia Estrada SUB: Tracy Eagle, ED.D.	P	Tracy has nothing to report
17	Maria Villegas Yadira Moreno	A P	Nothing to Report
18	Roberto Carillo	A	
19	Lisa Broomfield	P	Nothing to Report
State	Victor Thompson	P	Offered to connect to region presidents Everyone is on board from the state level with the Equity Work Delegate Assembly is the one year assembly of his health

Guest : Socorro Ament (Anaheim Elementary School District)

Others in Attendance: Janis Rawlins, Martha Alvarez,

Meeting Closure: 3:03PM