**association of california
school administrators
committees & councils**

Hilton San Francisco Union Square
333 O'Farrell Street
San Francisco, CA 94102
November 3, 2021 at 10:00 - 3:00pm
Meeting Room Location: Plaza B

1. Welcome   Dr. Mayfield II
   - Getting to Know You / Introductions (15 - 20 mins)   Dr. Preston
   - Mindfulness   Dr. Wheeler
     Heather walked the group through a mindfulness activity to center the group for the day's activities.
2. Committee Business   Dr. Mayfield II
   - Review and Approve Minutes
   - Review and Adopt Agenda
   - Review Purpose of Committee, Members Role/Responsibilities   Adonai Mack
     Adonai reviewed the purpose of the committee and each committee members role regarding their participation on the equity committee

3. Equity Committee's Definition of Equity (11:00 - 12:30)   Dr. Mayfield
   Equity is the moral imperative to provide access and support for all marginalized persons to realize their personal best; liberating all through the eradication of systemic, cultural, and institutionalized forms of oppression.

   Objective: To provide regions/districts with a tool to facilitate conversations that lead toward actionable outcomes based on the definition of equity.

   Question: What does the definition of Equity look like - When operationalized in your organization?

   Instruction: Identify a real life issue and use the table below to facilitate a discussion that leads to actionable outcomes.

   Examples: Consider relevant challenges to your organization :
   - Staff level: retain, recruit, professional learning; culture, policy, how districts use are intentional in hiring diversity

- Student level: curriculum, discipline, grading policies, access advanced courses, pedagogy, etc.

EQUITY TOOL

Action	How will you know the action was achieved?	What will occur (steps taken)	What resources are needed	What are the potential barriers?	Who might be responsible? (identify by position and allies)
When marginalized persons have access and support to realize their personal best..					
When *cultural* forms of oppression are eradicated…..					
When *institutionalized* forms of oppression are eradicated…....					

Discussion on the equity tool:
1. Terry: thoughtful, reflect on the real issues, actually recorded and capture everyone's voice, speaks substances about the issue
2. Jennifer C: appreciated the definition being chunked, which required you to look deeper at each component of the definition; clear focus on the definition and action
3. Mary: helped to define a really challenging issue, conversation helped to provide clarity and add to each other's ideas; liberation for all (add this part of the definition to the Tool)
4. Eric: appreciated the flexibility in how you may approach the statements on the Tool, the Tool does not require you to start in any particular spot which allowed you start where you were most interested/invested, need to add the definition to the Tool, need to create another tool to help define the root cause before using the Equity Tool
5. Pat: appreciated how the tool included human capital, in particular the word 'responsible', which promotes 'ownership'; the word 'systemic' in the definition is important because it creates a place to identify barriers and examine policy, creates space to align policy to the desirable outcomes and eliminate barriers that may also be

reflected in existing policies; appreciated that the Tool asked 'how do you know it was achieved in different ways; suggest adding qualitative and quantitative metrics

6. Tracie: appreciated time to 'sit in it' and focus with the 'end in mind'; agrees that needs a pre-tool to help people define the challenge they are facing, see it as having three-parts: Step 1: Root Cause Analysis; Step 2: Equity Tool; Step 3: Action Plan; also suggest we add to our definition the oppressors: ideological, internalize, inter personalized
7. Niambi: also agree there needs to be a tool to help identify the real issue, suggest adding a column in which you 'name/identify' the specific stakeholder that should be included in the conversation; need to ensure first hand account for specific groups to make sure the complexity of the issue is understood
8. Gabriella: agrees there is a need for pre-work tool with guiding questions or prompts
9. Blanca: suggest adding space to write the 'issue' on the Tool; add 'how the actionable steps will be monitored'; in the pre-work tool add what data was used to identify the problem and how progress will be measured
10. Zhanna: the Tool helped you to see/identify the issue and facilitated all the areas you needed to 'think' about to address the issue; plans to use with a parent group and provide feedback to our committee
11. Alesha: the Tool helps to facilitate discussion from different perspectives, when using the Tool, participants should establish a common understanding of the 'words' in the definition; also agrees to add the "I" for oppression
12. Erin: really appreciated the Tool, especially that the statements on the tool were 'affirmative' - we will….; suggest a protocol (written instructions) on how to complete the Tool
13. Leo: suggest when creating the 'protocol/instructions' choose the words carefully; important to 'tailor' the issue to a specific group (not all).

Lunch /Legislative Briefing 12:00pm -1:00 pm
Imperial Ballroom

4. Mindfulness and Welcoming Urban Ed Committee   (10min)   Dr. Wheeler

5. Reflective Partners Urban Ed Committee: (45 min)   Adonai Mack
   - The Equity Committee discusses the process used to facilitate the definition into actionable steps.
   - Urban Ed Committee provides reflective feedback on the use of the *Equity in Acton Discussion Tool* to facilitate conversations that lead to the equity definition becoming actionable.
   - Laura - Make sure there is some monitoring of the work and activities; have resources that are backed by monitoring the use of the resources.
   - Trent - Need to use data to drive the conversation;It is important to look at the demographics of the district in relation to the hiring practices of a district. This tool can assist in exploring it. The barriers that exist need to be changed by

6. Committee Reports
    - Legislative Policy Committee Representative   Leo Perez
        - This fall the LPC will be reviewing the One Voice for Students platform and plan to update this policy platform for ACSA.

    - Board Liaison Report   David Scroggins
        - The ACSA board is working to choose a search firm to assist in choosing the next Executive Director of ACSA. The board planned to choose the firm Hazard, Young, Attea and Associates to conduct the search. HYA is planning to meet with ACSA members and committees/councils to inquire about the type of executive members envisioned.
    - Region Updates Equity   All
        - Review PP Slide with Region Updates

9. EQUITY Leadership   Adonai Mack
    - Friday, November 5, 11:30am to 1pm - Equity Luncheon (Imperial A)
    - World Cafe: Breakfast for Administrators of Color - Friday, Nov 5th 7am
    - Equity Presentations
        - Dr. Patricia Brent Sanco - The Deconstruction of Traditional Grading Systems - Thurs, Nov 4th - 11:00 AM-12:00 PM - Plaza B
        - Tracie Noriega - Ethnic Studies: Promise and Possibilities - Thurs, Nov 4th - 9:45 AM-10:45 AM - Imperial B

10. Meeting Highlights: Adonai Mack
    - Committee utilized the Equity Discussion Tool to explore the tool's usefulness to create action steps related to the Equity definition.
    - The Urban Education Committee joined the Equity Committee to provide additional thoughts and review of the Equity Discussion tool.

11. Wrap Up & Adjourn   Adonai Mack
    - Travel Claim Forms
    - Next meeting date, time, and location
        - Feb 25, 2022 (in-person)
        - June 10, 2022 (virtual meeting)