



Thursday, May 13, 2021, 4:00-5:30 pm, Central Office

Board Members

Mark Abate, Co-Chair
Paul Lambert

COA Administrators

Sharee Wells, Asst Supt, Co-Chair
Hilary Sloat, Equity & Div Dir
Samantha Althouse, Sec Educ Dir

Building Administrators

Joyce Brickley, HDB Prin
Matt Trombitas, HMS Prin
Katie Salyer, HTE Prin

HEA & OAPSE Representatives

Nikki Henkel, Media Spec, HDB
Jody Hume, Intv Asst, HDB
Lisa Lewis, Intv Asst, HMS
Janet Monseur-Durr, E&I Teacher, ILC
Tom Regouski, Teacher, WSH

AGENDA

PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:

[HTTPS://ZOOM.US/J/92716348991?PWD=MEJjNlUvVlPwVW5UajZ5c3Jydk5tUT09](https://zoom.us/j/92716348991?pwd=MEJjNlUvVlPwVW5UajZ5c3Jydk5tUT09)

PASSCODE: DEI2021

Mark Abate opened the meeting.

Welcome and Introductions, *Sharee Wells*

Overview to what our work will be on this committee. Reviewed the agenda and the committee members introduced ourselves.

Purpose and Vision, *Mark Abate*

Our vision started back with the Board resolution passed in July 2020. What immediately came as a result of the resolution was the creation of a strategic plan to identify some key areas of what we might do moving forward to make a difference for student, staff, community.

Our purpose as we implement the plan is to help oversee and monitor that the action steps are taking place, help remove obstacles, recommend policy change to the Board, and make recommendations to the full Board. As a reminder, this is an advisory group. We will determine how we oversee the implementation of the plan, and how we communicate with community; how do we address this politicized topic and communicate the work being done, the goals, the why behind actions we take, the “how” to making improvements, to make a more inclusive and diverse district. Will carve out roles and responsibilities as we move forward.

Committee Roles and Responsibilities, *Paul Lambert*

Mr. Lambert reminded us that we don’t have a plan until we have tasks to complete, people assigned to tasks, etc. He reiterated that as a group, we need to spend time to create a dashboard and measurement systems. He reviewed what a Gantt chart is and the purpose of using such a chart. He anticipates that the Gantt chart will be used to monitor our goals and tasks and develop schedules to accomplish goals. Since most of us have responsibilities in our daily jobs, we will be respectful of our other commitments.

The next work of this committee is to identify the next set of tasks to do; our work may never be done, but this is a starting point to what is a multi-year project.

HCS Equity and Diversity Task Force Recommendations, *Samantha Chatman*

The Inclusivity and Justice task force came up with recommendations in the four areas through work with groups focusing on each area (Professional Development, Hiring, Discipline/Policy, Curriculum).

The task force recommended a 3-year Strategic Plan at the April 19 BOE meeting presentation. You may access the entire presentation including the recommendations made by the Inclusivity & Justice Task Force at the link below:

https://www.hilliardschools.org/wp-content/uploads/Equity_Diversity_Action_Plan.pdf

The Work Ahead, Sharee Wells

- [Summer Work](#) - Book Study
 - [Why Are All the Black Kids Sitting Together in the Cafeteria?](#) By Beverly Daniel Tatum
 - Optional book talk and reflection
 - Weds, August 11, 4-5:30 pm

The books have been delivered to Central Office and you're encouraged to read this book. Please plan to come claim your book during regular business hours before July 4th.

A reflection guide will be created to think about how the book relates to Hilliard's work. This committee is not just focused on supporting black people but supports all people of color, other genders, religious beliefs and is inclusive in all aspects.

In addition, Mr. Lambert recommended that interested committee members also read [Getting Around Brown: Desegregation, Development, and the Columbus Public Schools](#) by Gregory S. Jacobs. Mr. Lambert offered to chat about the book.

- Future Meetings
 - First Meeting for 2021-22 School Year: **Tuesday, Sept. 7, 4:00-5:30 pm read book**
 - Future Meetings: **The first Tuesday of every month, 4:00-5:30 pm**

Committee Feedback, Questions, and Answers

Mr. Abate shared that while these focus areas which are part of the strategic plan, grew from feedback by community, staff, and students; there were other things brought up. Our work will be ongoing and how that looks in terms of Boards and committees may change over time, but for now, these 4 themes will be what we are focusing on. And not just about racial diversity, but about diversity in terms of socioeconomics, gender identity, and etc. This is important work. When you think about diversity, it is about counting, but the idea of inclusion is how to make everybody feel welcome. It is important to recognize and appreciate the differences. We aren't forcing new belief systems but it costs nothing to reflect about others' journeys. We will continue to mold our District to become more welcoming. People make a big difference for our students.

Ms. Salyer – community collaboration – how will that work? Question/answers? Board meeting? Depending on topics, we would look at being in a school, mix folks up, get into conversation about what priorities are for each focus area and use the feedback from the community to guide the work of the committee. Group think and sharing ideas, coming to consensus and landing on priorities. While Ms. Wells and Mr. Abate are Co-chairs of this committee, the agendas and processes are works in progress. Thoughts and ideas from all are always welcome.

EQUITY AND DIVERSITY BOARD COMMITTEE

THURSDAY, APRIL 29, 2021 CENTRAL OFFICE

Ms. Brickley – would love to include kids in some of those discussions. Need to consider their points of views and in making changes to benefit them, get kids in the room. All voices important. How that looks may adjust and adapt as we progress. All agreed.

Mr. Trombitas - how to balance what is topical in the world vs if we are doing the work, how do we balance the schedule and timeline with prominent conversations needing to change?
Work is simultaneous, the district will continue to respond and adapt to what's happening in society as appropriate relative to topics of equity and diversity. The primary function of this committee is to develop policy recommendations for the board to consider. That's this group coming together to have the conversation amongst the group – adapt and adjust. It is based on a 3-year plan, so the timeline is flexible. Our insight and journeys help to make decisions.

Mr. Abate thanks group for participation.