

Oriole Park Local School Council

Equity Committee

Minutes

Monday, December 10, 2018

Start time: 6:00pm

1. Call to Order- Al Grippe 6:06pm
2. In attendance: Al Grippe (chair), Libby Madej (co-chair), Tim Riff, Candace McGuffey, Karen Torres, Emily Hogan, Ewa Mascarenhas, Sara Arnold
3. Acceptance of Agenda: Motion- Candace Second-Libby Motion passes
4. Creating a charge
 - Understanding equity:
 - i. Ensure we are welcoming to diverse populations
 - ii. Visibility for diverse groups (increasing exposure)
 - iii. Ensure all groups feel valued
 - iv. Honor diverse groups and their traditions
 - v. Equality gives everyone the same thing regardless of their needs, which isn't fair because not everyone gets what they need
 - vi. Equity gives each person what they need (individually) in order to gain access to what others have access to
 - vii. Removing barriers to what everyone needs access to helps all people
 - viii. Technology is often needed especially in schools to create an equitable environment
 - Current information:
 - i. There is a broad need for making an equitable learning environment because the school is K-8 (older grades may have different needs: example: transgender)
 - ii. Where can we access data to understand where issues of inequity exist?
 1. School info from CPS
 2. Illinois report card
 3. Report cards
 4. Counselors
 5. Talking Circles (teachers and students participate)
 6. Referrals: School database has all referrals to the office with what happened after the referral (no reporting feature); there may be a higher percentage of students who have IEPs that are referred to the office due to behavioral disabilities, but apparently no students have been referred to the office due to racially offensive language this year
 - Best practices
 - i. Roles of the Equity Committee (brainstorming):
 1. Promote diversity and inclusion
 2. Assess the needs of the community and address those needs through education, exposure, and community outreach

3. Identify equity barriers and opportunities to promote equity, acceptance, and mutual respect and understanding for others
- ii. Meeting structure (brainstorming):
 1. Speaker series, Caucus groups
- iii. CPS mission goals (in part):
 1. Equity is a moral imperative
 2. Diversity must be celebrated
- iv. Showing impact:
 1. Starting with baseline data vs. quantifying events held/people reached?
 - Social Emotional Learning assessment (abbreviated Devereaux assessment given to students last spring and this fall gives us a baseline of SEL data)
- v. Ways we can show impact / general discussion about issue of inequity:
 1. Black Lives Matter week last year brought up issues that it seemed like parents were upset about. This brought up the question: Is there a need or interest in addressing issues that don't impact this community as much?
 2. Teachers need tools they can use to address the issues of inequity with parents and families
 3. Teaching Tolerance is used by some teachers by choice, but some teachers don't think it's appropriate for younger grades
 4. Exposing younger children to diverse populations and issues surrounding underserved communities and reaching out to older students who have already formed some ideas regarding diverse groups
 5. Addressing microaggressions and how they impact students and cultures within the school
 6. There have been more intentional discussions (including the Choose Kind program) regarding individuals with disabilities, which has led to teachers witnessing less mistreatment of these individuals in the school over the years, but these discussions haven't happened in regards to communities of color and other underserved populations
 7. Survey for teachers would be helpful to get a good picture of what types of inequity exist in the school
 - There are some surveys available (may cost \$)
 - Would help us focus on most essential issues (Ex: supporting students fasting for Ramadan)
 - If we reach out to families with a survey, how can we best do that?
 8. Community outreach would be helpful to address families directly and increase exposure (through speaker series?)
 9. Safe spaces are needed for individuals to bring issues that are happening to the school
5. Public Participation: None
6. Tasks:

- Shared sheet with resources listing other equity committee's goals, missions, membership guidelines, discussion guidelines, etc. (Libby)
- Shared doc for mission statement brainstorming (Al)
- Survey information (Al)

7. Next Meeting: January 14, 2019 5:30pm OPS Library