

Ohio School Board Association
Black Caucus Regular Business Meeting
July 24, 2021

Meeting Minutes

The meeting was called to order by AL Long at 10:08 AM.

Quorum was established. The following members were present: Adair, Cline, Green, Gomez, Kimble, Long, Moore, Mudd, Novak, and Sizemore. Not present: Garth, Green-Churchwell, McQueen, Rhea, Weber. Others present: Bobo (OSBA Liaison), McFarland (OSBA Liaison) Lewis (OSBA Executive Director), Heard (OSBA President), Lawson (OSBA President-Elect), Schreiner (OSBA Immediate Past-President), Michael Tinsley (Guest Speaker, NAPE)

The minutes from the April 17 meeting were presented and reviewed. Adair requested waiver of the reading and requested a motion to approve. Motion made by Gomez, second by Cline. Voice vote taken. Motion carried. Motion to approve the minutes by Sizemore, second by Gomez. Voice vote take. Motion carried. Minutes were approved.

Long welcomed everyone to the meeting, including guests. He introduced Susie Lawson, President-Elect, and Robert Heard, President OSBA, who both welcomed everyone and thanked all for their service. Lee Schreiner was recognized and thanked everyone.

Rick Lewis, Executive Director, was recognized. He thanked everyone for serving as school board members and for serving the caucus. He reminded everyone that the work of the caucus has an impact on OSBA, including all of the students we serve. The Board was excited about the Leo Lucas Scholarship Winners and will approve the Caucus' selections. Lewis then highlighted the Capital Conference (Nov 7-9) at the Columbus Convention, including health safeguards. Lastly, Lewis gave a shout-out to Youngstown, Lorain, and East Cleveland who are working on plans to get out of academic distress. He pledged the continued support of OSBA as they continue to work through their plans.

Guest Speaker: Michael Tinsley, President, National Alliance for Partnerships and Equity(NAPE): Fostering Equitable Learning Environments

Presented on establishing an understanding of what NAPE is and its mission. NAPE is a (c)(6) organization which helps to build capacity to implement effective solutions for increasing access, equity, and workforce diversity. Made up of a consortium of states, non-profits, and organizations. NAPE has nine staff members. The Powerpoint and recording will be made available.

The following is a summary of what was presented:

- **Introduction to the Four Pillars:** The four pillars are Professional Development, Research and Evaluation, Public Policy & Advocacy, and Technical Assistance. Uncover and address equity gaps for certain populations of students in CTE, STEM, and high skill professions. History of NAPE is rooted in gender equity, but has

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- expanded into intersectionality and other identities. NAPE is also trying to expand to more partners in urban settings.
- **Lens NAPE applies within Equity:** NAPE uses a cultural wheel as a lens of equity. The wheel includes lenses for Cultural Stereotypes, Bias (unconscious or implicit bias), Micromessages (Microaffirmations and Microinequities), Accumulation of (Dis)Advantage, Self-Efficacy, and Behavior.
 - Key questions, where do educators come in to interrupt the cycle? The power of an educator is important. Research says that a student needs at least one good teacher every year. Means need to make changes at the building level.
 - Micromessages and R.A.D.I.O: **R**eflect on bias and stereotypes. **A**nticipate impact of decisions, words, and behaviors. **D**iscover and address negative micromessages. **I**dentify ways to give positive micromessages. **O**ffer high expectations and wise feedback.
 - *Recommended Resource:* Chimamanda Adichie: The Danger of a Single Story, Ted Talk
 - Understand that Equity is about giving the individual what they need to learn to succeed.
 - Program Improvement Process for Equity: The Teacher as a Scientist
 - Publication: Equity in CTE & STEM: Root Causes and Strategies *A Call to Action* (one the website)
 - **Examples of Impact:** Over the last 18months, NAPE has focused on the impact of Micromessaging with students and getting them in STEM/CTE. Did a training with teachers and saw impact within 1 year, to increase girls and minorities in STEM/CTE and increase in AP Scores. For teachers, increased coaching skills for instructors. Program Improvement Process for Equity (PIPE) helps to increase enrollment in STEM/CTE classes.
 - **Questions:**
 - Can School Districts join? Yes, as an individual member. It is \$49.
 - How do you determine your Federal Platform? Based on the history of gender equity of the organization. Will review federal legislation to find points where equity can be inserted into legislation that touch education and workforce.
 - How has racial equity been included into the Platform? Would like to more formally expand racial equity in urban education. This will be the role of the next CEO. Currently, fundraising is through corporate or membership, with services to those members. They have also been using the lens of intersectionality paired with gender over the last seven years.
 - How have you incorporated Transgender Policy? Yes. Work with a National Coalition in this area. You can find Policy letters on the website.
 - How do you measure impact? Through success stories from districts (100s). Have achieved measurable results in the school districts that they have worked with.
 - When is the Conference? First week in April, in D.C.

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Organizational Business

Old Business

I. Leo Lucas Scholarship Fund

- Kimble reported. Thanks Bobo and McFarland for coordination of the applications and to the subcommittee members (7 caucus members) who reviewed the scholarship. Kimble announced the winners and congratulated the following students:
 - Maya Wills - Buckeye Valley High School / Buckeye Valley Local School District (Central Region)
 - Jamika Jackson - Bedford High School / Bedford City School District (Northeast Region)
 - Rayin Jordan - Fremont Ross High School / Fremont City Schools (Northwest Region)
 - Isabella Sully-Tenpenny - Jackson High School / Jackson City Schools (Southeast Region)
 - Trinity Robinson - Northwest High School / Northwest Local Schools (Southwest Region)
- Bobo reviewed the new virtual process for submission of scholarships this year. He highlighted that it eliminated one barrier for students who had to apply overnight applications in the past. Caucus members then reviewed the applications online. The Winners will be notified through letters.

II. Projects from Committee

Southwest Region (McQueen, Mudd, Long, Novak)

- Panel to discuss the vouchers and how it impacts different districts by demographic. They were sidelined by Fair Fundings. Put together a platform for the State Legislature.
- Diversity and Unity Plan for Board Members. This allows members to track issues of what is going on within the space of diversity, equity, and inclusion.

Northeast Region (Kimble, Moore, Green, Gomez, Garth)

- Will be looking at Diversity & Equity and how it impacts the district. The group will be meeting soon.
- Will have a learning session in the capital conference re: academic success. All districts really need to help the districts and support these Plans. They are due by the end of September.
- Looking at iPromise Akron to determine the impact on student achievement. OSBA is having a webinar on how to write and implement Equity Policy. Should provide more resources on Juneteenth.
- Examination of data for online education vs. "outside" virtual education. How was the impact on students who stayed.

Central Region (Adair, Weber, Cline)

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- Involved in the Richland County task for Racism. Looking at expanding Pre-K in Mansfield and then to expand.
- Critical Race Theory legislation stance and highlight State Board of Education and Policy challenges.
- Community partnerships around policing/equity and juvenile justice.

Northwest Region (Rhea, Green-Churchwell, Sizemore)

- Book study around diversity & equity
- Courageous conversations on diversity for the community

Southeast Region: (*Vacant*)

II. Capital Conference Events

A. Black Caucus Sponsored Event: Panel Discussion

- Best Equity Practices for Districts, moderated by Adair. The Panelist will be asked a series of questions on equity.

B. Black Caucus Dinner

- The Dinner will be held on Sunday at 7pm. Scholarship recipients will be announced and we hope to have Ted Ginn, Jr. as speaker. We are looking for student performers.

New Business

I. Open Discussion by

- Chari Mullen (Fremont City Schools): Looking at building an inclusive district. They are 43% minority but only has 1 teacher of color in the district. Announced an event that would
- Amber Ballard (Great Oaks): Is the Black Caucus creating any resources on CRT? OSBA has created some resources and will share the links.
- Erik Resnick (Canton): Did not feel that OSBA's position on CRT legislation is as strong as it needs to be. Want to propose to Black Caucus that we need a strong statement.

The Next meeting will be in October.

Motion to Adjourn by Long, Second by Novak.

The meeting was adjourned at 12:04 pm.

The meeting concluded.

*Recorded and Submitted by
Jennifer Adair, Black Caucus Secretary
Columbus City Schools*