**Meeting Minutes**

The meeting was called to order by Al Long at 10:07 AM.

Roll call was taken. Quorum was established. The following members were present: Adair, Green, Gomez, Kimble, Long, McQueen, Moore, Novak, Rhea, Sizemore. Not present: Cline, Garth, Green-Churchwell, Mudd, Weber. Others present: Bobo (OSBA Liaison), McFarland, (OSBA Liaison) Guest Speaker: Dr. Roger Cleveland

The minutes from the January 23, 2021 meeting were presented and reviewed. Adair requested waiver of the reading and requested a motion to approve. Motion made by Green, second by Sizemore. Voice vote taken. Motion carried. Motion to approve the minutes by Green, second by Kimble. Voice vote take. Motion carried. Minutes were approved.

**Guest Speaker: Dr. Roger Cleveland:**

**Implicit Bias | A Barrier to Equity & Excellence**

Presented on establishing a common language to address equity and discussion of implicit bias. The slide presentation will be shared with the Group and was recorded-- will be placed on the OSBA Black Caucus Website. Highlights from the conversation:

* **Educational Equity** is the provision of personalized resources, instruction and academic support needed for all individuals to reach common goals.
  + Are we prepared to have discussions about Equity through a Trauma Lens as well as access and resources?
* **Equity Literacy** is comprised of the skills and dispositions that enable educators to recognize, respond to, and redress the conditions that deny some students access to the educational opportunities enjoyed by their peers.
  + How are we developing educators to recognize and draw upon the resiliency and other “funds of knowledge” (what knowledge they bring from home) -- connect to what students do know, don’t use a deficient orientation-- and focus on fixing the systems that disenfranchise students not “fix” the students?
* **Equity Mindedness** requires practitioners to take personal and institutional responsibility and require race-consciousness and awareness of social and historical context.
* **Consideration:**  To find opportunity gaps, are you disaggregating data? Example: Latino Female, Black Males. How are you utilizing the data to find and address the gaps? Have you done an Equity Assessment to get a baseline? Do you have common language, vocabulary, and messaging as a Board around what is Equity? Do you have continuous dialogue about Equity work-- at all levels in the organization? Do you have questions about Equity (operationalization of Equity policy and practice) in the superintendent interviews? Do you have an Equity Scorecard that aligns with your Strategic Goals?
* **Equity vs. Equality:**  How are you defining and differentiating between these two concepts. What is the difference between Equity in Education (building knowledge for future opportunity) and Equality of Education (providing the required “schooling”).
* **Implicit Bias:**  The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. They come from lived experiences and can be mitigated. Consider looking first at the impact of the bias, not the intent.
  + Addressing Bias: Name it; Understand how bias can manifest itself in school and affect students; think in terms of “windows and mirrors”; start with yourself; get over your own fragility and focus on students
  + Mitigate Bias: Look at academic & discipline data; reflect and access the data; create consistency in grading and rubrics; validate students and families experiences

**Organizational Business**

**Old Business**

**I. Leo Lucas Scholarship Fund**

Kimble and Bobo stated that as of this date there are 25 applications. The application process is now online. Bobo encouraged all members to ensure the applications are getting into hands of counselors/students. We typically get about 150 applications.

Bobo requested permission to extend the deadline to May 15th, which will change the dates of review for the applications and selections. No objections. Members who have volunteered to review applications will have 7 days to review the applications, this can be done individually or in groups. Would like to have selections made by May 27. Students will receive the awards during the June Board Meeting.

**II. Online Activities**

McFarland had feedback that some have not received emails. Everyone was asked to share the email that members check on a regular basis to ensure OSBA has the correct email.

**New Business**

**I. Projects from Committee**

Southwest Region (McQueen, Mudd, Long, Novak)

* Had an event with the Ohio Legislative Black Caucus with the Presidents from Wilberforce and Central State Universities.
* Ohio area School Board Initiative for Central State.
* Research: Equity and disaggregated data, specifically around vouchers and who is receiving them.
* Regional discussions on equity issues
* HBC near U to have satellite campuses on local schools

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

* In development-- How gaps of student education are formed and how to address -- learning, achievement, opportunity gaps. Example: Cultural Competency re: testing during Ramadan.
* Discussion about Promise School to talk about their process.

Centra Region (Adair, Weber, Cline)

* Equity within organizational strategic planning and facility planning
* Understanding cultural competency and operationalization of equity in the district

Northwest Region (Rhea, Green-Churchwell, Sizemore)

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

Southeast Region: (*Vacant*)

**II. Panel Session Discussion for July Meeting**

Tentatively scheduled for the July Meeting is the National Alliance for Partnerships and Equity (CTE). Ben Williams will attend. Long looking for a board member to also sit on the panel.

**III. Capital Conference Events**

* McFarland/Bobo reported that there are plans to hold the Black Caucus dinner at the Capital Conference. Tentatively have Ted Ginn, Sr., who was scheduled for last year.
* The Panel session on IAED has been approved for the Capital Conference.
* Will need volunteers to help with the Scholarship Luncheon to help collect donations.

**Good of the Order**

* Thankful for the presentation. Request for more resources on the presentation and topic to share with the Boards.
* Positive comments about the format of the meeting and opening up for educational development. Thanks to Al Long for leadership.
* Thanks to Mark Bobo for leadership. Great to see the growth and collaboration of this group.
* Board Leadership Institute is this weekend!
* Want to service on an Advisory Group for OSBA, June is the month the nominations are made!
* Thanks Jeff Chambers for help with technology.

The meeting was adjourned at 12:02 pm by Al Long.

The meeting concluded.

*Recorded and Submitted by*

*Jennifer Adair, Black Caucus Secretary*

*Columbus CIty Schools*