Attendee: Angela Penquite
Chat: Good afternoon! This town hall is being recorded and will be available on OSBA's COVID-19 webpage at https://www.ohioschoolboards.org/coronavirus

Angela Penquite: You can view the statement on George Floyd, civil rights and systemic racism. View it at https://www.ohioschoolboards.org/message-osba-civil-rights-and-george-floyd

Laurie Miller: Please feel free to ask questions here in the chat!
At the end of the call, if you would like save the chat, click on the box with the 3 dots and choose the option to save the chat.

Angela Penquite: Learn more about OSBA's Diversity and Equity Consulting Services and the consultants from this evening's town hall at https://www.ohioschoolboards.org/diversity-equity-consulting-services

Daniel Juday: Great questions, Steve.
Dr. Almitra L. Berry, CEO | Principal Consultant
ALBerry Consulting, Inc.
almitra@alberryinc.com

Daniel Juday: daniel@danieljuday.com
Daniel Juday: www.danieljuday.com

Rico Rice: Rico@RiceEducationConsulting.com

Stephen Francis: Stephen Francis

KATHY MCFARLAND: How do you feel? What do you need? What is your hope for the future? What is your expectation for change or for racial justice?

Stephen Francis: I'm hearing that the teaching pool of graduates is still 90% white - what do we need to do to recruit more ed students?
ddonofrio: leveraging data to drive the metrics that matter to your organization
deljohnson: Del Johnson deljohnson@orgametrics.net

Angela Abram: lost audio

Cheryl Ryan: I would like to thank our diversity consultants for being here today. If they were to recommend one book on this topic that would be a great read for our board members who want to better understand these issues, what would it be?

Benita: Yes, I agree that leaders should own the mistake and not try to just brush it off that nothing is wrong with what was said or deed done.
Exactly, we had two German exchange students and they are all required to take school tours to the concentration camps. They don't try to hide their history but rather use it as an education tool.

Vella King: White Fragility

Dr. Berry….YES!!!!!!! We have to name it….we have to truly teach how slavery and racism impacts all of our lives. We need to specifically name it as racism AND embed culturally relevant teachings into our curriculum throughout the K-12 learning process

Rico Rice: White Fragility by Robin DiAngelo

Dr. N. J. Akbar: Racism likes to have revisionist history taught in our schools

Biased: Uncovering the Hidden Prejudice That Shapes What we See, Think and Do by Jennifer Eberhardt- - its a newer book that I just fell in love with

Rico Rice: Souls of Black Folks by W.E.B DuBois

I agree with Dr. Berry and having more ciriculum to teach about slavery and racism impacts all of us. My question is how do we change people in charge to make ciriculum to include more than two weeks about slavery and racism. I plan on talking about this with my superintendent and board members.

Jan Busdeker: New Jim Crow by Michelle Alexander is the book Stephen mentioned

I believe in systemic racism against all who are not white but I think systemic poverty needs to be fixed before we can fix disparity.

Vella King: The Board and Administration has be on board with it. The other problem we have is the books that we have available will not satisfy teaching more than what is taught- mostly to do more than 2 weeks on slavery (which is a generous time because not everyone gets that long of teachings on the subject)

Dr. N. J. Akbar: Have any of our speakers reviewed the resolution on racism as a public health crisis? what are your thoughts?

Anthony Gomez: Dr. Francis speaks to something that is the hardest thing for those of working in systems in which we are the minority and equity is box to check.....that is how do we get the white majority to be open to have the conversation of equity and not get offended?

AL Long, J.D.: Change the conversation.

Rico Rice: @Anthony - looks like only two districts in the country has declared racism as a public health crisis. Most are making statements to condemn racism or to reinforce their belief in racial equity…none of those are strong enough. Here is an article that I think we should all read and encourage our district leadership to read:

https://hbr.org/2020/06/how-organizations-can-support-the-mental-health-of-black-employees

Dr. N. J. Akbar: DR. BERRY…you are on point!!!!!
AL Long, J.D.: Mark has THE nail on the head! this is biggest issue moving forward
Thank you Daniel...it is important to have people who are not the
minoritized group to engage in the conversation and have their ally
status to lead. People will likely hear it from an Ally before they hear it
from someone from the minoritized group

Dr. N. J. Akbar: @anthony I have sample resolutions from a few different school
boards across the country to use as a template for an equity
resolution for schools. I will share.

Michelle Novak: Can we take Mark and Daniels question further....what then do we
do after following that method and folk still are offended or internally
they really dislike EVERY aspect of IAED(Inclusion, Access, Equity
or Diversity)related issues

AL Long, J.D.: @Anthony https://www.highlineschools.org/about/board-
policies/policy-details/~board/board-policies/post/policy-0010-equity-
race-identity

Michelle Novak: Do you have suggestions for how an ally can assist and educate a
person who has determined they are not an ally, but are educators,
parents, etc.

Angela Abram: @Anthony
https://www.boarddocs.com/tx/disd/Board.nsf/files/AUVRJ36B8FEF/
$file/Racial%20Equity%20Resolution%20Revised%20signed.pdf

Anthony Gomez: thanks Michelle. Akron’s resolution was powerful too.

People hate for many reasons. I believe it is taught. Usually this
hate is do to the unknow. How do we build a society that does not
fear differences. Not just race but all kinds of hate and fear.

But the issue we all face most often is people don’t want to be
truthful, listen, learn and be ousted. I agree that we don’t give the
East out and call them the -ist but identify the action that they are
performing. A persons repetitive action will given insight to how they
regularly operate...sadly.

Hate is a deceptively clarifying emotion. I think I know myself better if
I hate someone else, because the I know I’m not like them.

Overcoming hate is almost always a symptom of learning more
about yourself and personal growth.

Cassandra M. Jones: Anthony - I will look up Akron’s. thanks.

We probably need to start talking about how to address folk that
show us who they are time and time and time again and operate
within our space? if everyone we work has the willingness to accept
change and appreciate IAED issues then we should be a lot further
in race relations but we are not so what else can be done to address
those that are who they are not willing to change?

AL Long, J.D.: Excellent point Cassandra!

Patrick Gallaway: Can it be part of back to school PD?
Laurie Miller: The World Needs More Purple People
KATHY MCFARLAND: The World Needs More Purple People
Lynda O’Connor: Great question Kathy.
Rick Lewis:
Highline’s is a good policy on the surface but needs work - lacks direct actions. If anyone needs information or a template for racism resolution with explicit actions - contact me (nakbar@apslearns.org)
Dr. N. J. Akbar: Thank you all for contributing to and expanding this important dialogue.
Jon Parker-Jones: USA Today Article 100 ways you can take action against racism right now
Angela Penquite: Video Unequitable race and movie 13th
Angela Penquite: 1619 podcast
Angela Penquite: Insist on teaching true and complete story of our history
Angela Penquite: Ask yourself “Why now? What is different now”
KELLEY CASPER: The movie 13th is really informative. Great movie!
Can we please have another town hall on this topic? I feel like we could have gone on for hours.
Anthony Gomez: Dallas’ resolution from 2017 is also a good step but not strong enough. It can be easily ignored and does not specify explicit actions that the district will take to ensure racism is addressed
Dr. N. J. Akbar: Do an organizational assessment of your school.
Angela Penquite: I agree more town halls on this topic.
Charlie: highly recommend 1619! listened to it over holidays.
Smithsonian released 158 things to read about racism. School leaders can ask teachers “What do you need?” Ask parents “What do you want?”
Angela Penquite: What do parents want in general?
Lisa Mansfield: Yes, I agree with Anthony Gomez. This topic can’t be exhausted.
Benita: Can we learn more? Thanks
Stephen Fujii: Thank you, Presenters.
Agree, excellent suggestion. This was a great session today. Thank you to all the excellent panelists. And thank you OSBA.
Keith Brewster: Thank you to all. More conversation needed.
Lynda O’Connor: Thank you everyone for having us!
Daniel Juday: Thank you! This was excellent! Definitely room for more...
Renda Cline: Thank you all for participating today.
Jennifer Hardin: Thanks for having us. Excellent conversation. Looking forward to more!
Dr. Almitra Berry: Access a diversity and inclusion tool kit, including a 21-day Racial Equity Challenge, at http://www.leadingourlearners.org/diversity-and-inclusion
Angela Penquite: Thank you panelists and also to OSBA staff for your support!
Sue Devine: Excellent townhall - sincere thanks to all the presenters!!
AWESOME PROGRAM!!!! If we do this topic again, we will have more questions and thoughts.

Jan Busdeker: Thank you OSBA for having us.
Rico Rice: Thank you for your suggestions and giving me the time to listen.
sally.green: Great ideas.
Phyllis Barks: Please share the link/info about program Rick is mentioning.
Gary Motz: 1619 also is available as a series of articles on the New York Times website.
Rick Lewis: https://mlpp.org/21-day-racial-equity-challenge/?fbclid=IwAR3vxxJVXxSpb1eVL1VD7Yx5aboK21 Day Racial Equity Challenge V60FlmWwZHFL_EapVbQMlkF9-kmlkX0#1563823093248-b9ca8739-38fb
Laurie Miller: Don’t forget to save this chat if you would like to keep the resources!

https://mlpp.org/21-day-racial-equity-challenge/?fbclid=IwAR3vxxJVXxSpb1eVL1VD7Yx5aboKV60FlmWwZHFL_EapVbQMlkF9-kmlkX0#1563823093248-b9ca8739-38fb
Patrick Gallaway: Great to see you Jen & thanks to all for providing this.
Angela Penquite: We will post the chat with this recording on the COVID-19 page and at http://www.leadingourlearners.org/diversity-and-inclusion
Dr. McFarland and Mr. Bobo excellent job and thank you starting these difficult conversations you all and the Panelist were amazing can you please share their contact info?

AL Long, J.D.: Thanks everyone
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Kim Miller-Smith: Outstanding, thank you.
iPhone: thanks to the panel. it was a great Town Hall.
Diane Bowsher: Thank you
Benita: thank you