

**Attendee****Chat**

Good afternoon! This town hall is being recorded and will be available on OSBA's COVID-19 webpage at

Angela Penquite:

<https://www.ohioschoolboards.org/coronavirus>

You can view the statement on George Floyd, civil rights and systemic racism. View it at

Angela Penquite:

<https://www.ohioschoolboards.org/message-osba-civil-rights-and-george-floyd>

Laurie Miller:

Please feel free to ask questions here in the chat!

Laurie Miller:

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.

Learn more about OSBA's Diversity and Equity Consulting Services and the consultants from this evening's town hall at

Angela Penquite:

<https://www.ohioschoolboards.org/diversity-equity-consulting-services>

Daniel Juday:

Great questions, Steve.

Dr. Almitra L. Berry, CEO | Principal Consultant  
ALBerry Consulting, Inc.

Dr. Almitra Berry:

[almitra@alberryinc.com](mailto:almitra@alberryinc.com)

Daniel Juday:

[daniel@danieljuday.com](mailto:daniel@danieljuday.com)

Daniel Juday:

[www.danieljuday.com](http://www.danieljuday.com)

Rico Rice M.Ed. (President)

513-518-7398

Redcon, LLC

[www.RiceEducationConsulting.com](http://www.RiceEducationConsulting.com)

Rico Rice:

[Rico@RiceEducationConsulting.com](mailto: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:

Stephen Francis / Franchise D&I Solutions, LLC / (614) 371-1148 /  
[steve@fdandisolutions.biz](mailto:steve@fdandisolutions.biz) / [www.fdandisolutions.biz](http://www.fdandisolutions.biz)

ddonofrio:

I'm hearing that the teaching pool of graduates is still 90% white - what do we need to do to recruit more ed students?

deljohnson:

Del Johnson [deljohnson@orgametrics.net](mailto:deljohnson@orgametrics.net)

leveraging data to drive the metrics that matter to your organization

deljohnson:

[www.orgametrics.net](http://www.orgametrics.net) [www.equimetrics.net](http://www.equimetrics.net)

Angela Abram:

lost audio

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?

Cheryl Ryan:

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.

Vella King: 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.  
Rico Rice: White Fragility

Dr. N. J. Akbar: 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

Dr. N. J. Akbar: Souls of Black Folks by W.E.B DuBois

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

Jan Busdeker:

Angela Penquite: New Jim Crow by Michelle Alexander is the book Stephen mentioned

Vella King: 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. 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.:

Rico Rice: Change the conversation.

@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. 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,  
Angela Abram: parents, etc.

@Anthony  
[https://www.boarddocs.com/tx/disd/Board.nsf/files/AUVRJ36B8FEF/\\$file/Racial%20Equity%20Resolution%20Revised%20signed.pdf](https://www.boarddocs.com/tx/disd/Board.nsf/files/AUVRJ36B8FEF/$file/Racial%20Equity%20Resolution%20Revised%20signed.pdf)  
Michelle Novak: thanks Michelle. Akron's resolution was powerful too.  
Anthony Gomez:

Linda A. Jordan: 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.

Cassandra M. Jones: 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.

Daniel Juday: 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.  
Michelle Novak: Overcoming hate is almost always a symptom of learning more  
about yourself and personal growth.  
Anthony - I will look up Akron's. thanks.

AL Long, J.D.: 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?

Patrick Gallaway: Can it be part of back to school PD?

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

Laurie Miller: The World Needs More Purple People  
KATHY MCFARLAND: The World Needs More Purple People  
Lynda O'Connor: Great question Kathy.  
<https://www.amazon.com/World-Needs-More-Purple-People/dp/0593121961>  
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)  
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

Rico Rice:

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?  
Michelle Novak: 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!

Michelle Novak: Excellent townhall - sincere thanks to all the presenters!!

Sue Devine:

Jan Busdeker: AWESOME PROGRAM!!!! If we do this topic again, we will have more questions and thoughts.

Rico Rice: Thank you OSBA for having us.  
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.  
1619 also is available as a series of articles on the New York Times website.

Gary Motz: <https://mlpp.org/21-day-racial-equity-challenge/?fbclid=IwAR3vvxJVXxSpb1eVL1VD7Yx5aboK21> Day Racial Equity Challenge V60FIwWwZHFL\_EapVbQMikF9-kmLkX0#1563823093248-b9ca8739-38fb

Rick Lewis:

Laurie Miller: Don't forget to save this chat if you would like to keep the resources!

Rick Lewis: [https://mlpp.org/21-day-racial-equity-challenge/?fbclid=IwAR3vvxJVXxSpb1eVL1VD7Yx5aboKV60FIwWwZHFL\\_EapVbQMikF9-kmLkX0#1563823093248-b9ca8739-38fb](https://mlpp.org/21-day-racial-equity-challenge/?fbclid=IwAR3vvxJVXxSpb1eVL1VD7Yx5aboKV60FIwWwZHFL_EapVbQMikF9-kmLkX0#1563823093248-b9ca8739-38fb)

Patrick Gallaway: Great to see you Jen & thanks to all for providing this.  
We will post the chat with this recording on the COVID-19 page and at <http://www.leadingourlearners.org/diversity-and-inclusion>

Angela Penquite: 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

Susie Lawson: Rico Rice M.Ed. (President)  
513-518-7398  
Redcon, LLC  
[www.RiceEducationConsulting.com](http://www.RiceEducationConsulting.com)

Rico Rice: [Rico@RiceEducationConsulting.com](mailto:Rico@RiceEducationConsulting.com)  
Dr. Almitra L. Berry, CEO | Principal Consultant  
ALBerry Consulting, Inc.  
[almitra@alberryinc.com](mailto:almitra@alberryinc.com)

Dr. Almitra Berry: Outstanding, thank you.

Kim Miller-Smith: thanks to the panel. it was a great Town Hall.

iPhone: Thank you

Diane Bowsher: thank you

Benita: