

## Attendee

## Chat

Angela Penquite:

Wellness check: Which strategy from last week's town hall did you implement:

1. Watch the videos "Inequitable Race" and "13th" with a diverse audience to stimulate a rich conversation.
2. Listen to the "1619" podcast.
3. Review the Smithsonian's article and links "158 resources to understand racism in America."
4. Read the USA Today article "100 ways you can take action against racism right now" and select a few strategies from there. Also ask yourself "Why now? What is different now?"
5. Insist on a review of your social sciences framework to teach the true and complete story of our country.
6. Do an organizational assessment of your school. Do a zero-base analysis on their racial IQ to see what their issues are and equip them with tools to address any learning curves they have.
7. School leaders can ask teachers "What do you need? Where do you feel under-equipped?" Ask parents "What do you want for your kids as you send them back into this space?"

Rick Lewis:  
ddonofrio:

Rick Lewis, executive director can be reached at  
RLewis@ohioschoolboards.org  
5 - lots more research to be done

Kenna Haycox:  
Sara Clark:

Kenna Haycox, OSBA senior policy consultant  
khaycox@ohioschoolboards.org  
Sara Clark, chief legal counsel, sclark@ohioschoolboards.org

Angela Penquite:

If you have questions during tonight's town hall, please type them into the chat. We will save and post the chat with the recording of this town hall.

Spencer Izor:  
Ralph Lusher:

5 - discussion with superintendent and email to Dr. Berry for additional resources surrounding curriculum

vkeating:

Ralph Lusher, staff attorney, rlusher@ohioschoolboards.org  
Van Keating, senior staff attorney vkeating@ohioschoolboards.org

Cheryl Ryan:

Cheryl W. Ryan, Director, Board and Management Services

Cheryl Ryan:

cryan@ohioschoolboards.org  
Jennifer Hogue, director of legislative services,  
jhogue@ohioschoolboards.org

Jennifer Hogue:

Kim Miller-Smith - Central Region Manager and Senior Student Achievement Consultant - kmillersmith@ohioschoolboards.org

Kim Miller-Smith:

Which strategy from last week's town hall did you implement: #6. Raised the question and surfaced the topic at our BOE meeting and engaged in open dialog

Big Walnut- Stephen Fujii:

I purchased and am part-way through the recommended book "White Fragility". Illuminating!

Cheryl Ryan:

7 - Some parents never thought about this topic being an issue with students, but realize it very well could be an issue. A couple teachers was very interested in this topic. I did reach out to Dr. Berry and she sent me some information for Professional Development.

Jan Busdeker:

Jennifer Hardin: Good afternoon, everyone! Jennifer Hardin, deputy director of legal services, [jhardin@ohioschoolboards.org](mailto:jhardin@ohioschoolboards.org)

Angela Penquite, deputy director of communication services, [apenquite@ohioschoolboards.org](mailto:apenquite@ohioschoolboards.org)

Angela Penquite: Working through strategy 2 (1619 podcast)

Mark Bobo: Working through #1

Heather: cannot hear at all

Sue: Where may I find the 1619 podcast?  
@Sue A link is: <https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html>

Angela Penquite: #6-raising the question with our board and superintendent

mary Jane Roberts: #6-raising the question with our board and superintendent

sally.green: Not on the list specifically, but reached out to our board president to start the discussion about ideas we can implement.

Keith Brewster: Spoke with superintendent and board president about having board discussion.

Susie Lawson: #6- had a discussion with our superintendent and the rest of the board. Our super already had the start of a plan in place and we will continue to plan, educate and grow

D. Reynolds-Griffin: what is the best way to suggest we implement diversity committee into our strategic plan?

Heather: Will we be able to get a copy of these slides?

D. Reynolds-Griffin: Yes, we will post the slides along with the recorded session this week.

Laurie Miller: Thank you Dr Akbar!

deborah melda: Thank you Dr. Akbar, very informative.

Stacie Belfrom: One of the suggestions for a book for little ones last week was "The World Needs More Purple People" and I ordered several copies. It's a wonderful book about teaching little ones. I highly recommend it.

Cheryl Ryan: I am a school board member in a rural school district that is 97% white. What types of programs can be implemented to teach students about diversity in a place with so little diversity?

Heather Mercer: could you please talk a bit more about employee resource groups?

Valerie: How do you move your best teachers into your neediest schools to achieve equity?

Eric S. Brown: We are starting to have equity roundtable discussions in our district with our students.

Rebecca Parkhurst: Thank you OSBA for presenting this topic. I agree, it is indeed very timely and even overdue. I also would suggest that Dr. Akbar's talk should be a full session during Capital Conference or during the Leadership Conference.

Cheryl Marcus: I'm requesting Heather Mercer's question be asked.

sally.green: Great question Kathy!

sally.green: Where we are seeing boards address diversity in strategic plans is in the conversations and priorities they believe in related to a desire and expectation for acceptance, inclusion and equity for all students and staff members.

Cheryl Ryan:

OSBA offers Diversity & Equity Consulting Services; learn more at <https://www.ohioschoolboards.org/diversity-equity-consulting-services>  
I am also reading a book Coming of Age in the Other America (Stefanie DeLuca et al) which is an excellent piece that helps folks understand challenges of poverty and racially-based structures.

Angela Penquite: OSBA offers Diversity & Equity Consulting Services; learn more at <https://www.ohioschoolboards.org/diversity-equity-consulting-services>  
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Cheryl Marcus: What do you do/say when a board member says it is a parental issue  
sally.green: Good information and I will share it with my Trotwood members  
Vanessa: OSU's Kirwan Institute (Implicit Bias)  
Lenore Winfrey: <http://kirwaninstitute.osu.edu/implicit-bias-training/> Training modules for Implicit Bias

Kim Miller-Smith: N. J. Akbar, Ph.D.  
Dr. N. J. Akbar: Vice President, Akron Board of Education  
nakbar@apslearns.org  
330-761-2872 (office)  
330-552-8055 (cell)

Patty: Volume is low  
Register for the legislative webinar at <https://www.ohioschoolboards.org/events/view/osbaoasbobasa-hb-164-legislative-webinar>

Angela Penquite: OSBA/OASBO/BASA webinar  
<https://www.ohioschoolboards.org/events/view/osbaoasbobasa-hb-164-legislative-webinar>

Laurie Miller: @Sally.Green: The Schools are the Board's responsibility. We do the hiring, we do the curriculum...parent's don't issue the policies that create the opportunity for racism to creep in. The Board must attend to it. I am not naive to believe every Board will be able to do this...it may take time but you have to at least do something. Maybe start with a consultant not on PD but district assessment OR start with the implicit bias assessment just to get the conversation started

Dr. N. J. Akbar: @Cheryl Marcus: I am very willing to do a full session at Capital Conference or Leadership Conference. Thank you for the recommendation. Mark - Let me know what you need from me to do that

Dr. N. J. Akbar: What is the bill number for construction?  
Terry Gibson: Thank you  
Terry Gibson: We are starting to have equity roundtable discussions in our district with our students. - this is a great first step if you can't do anything else. Your students will tell you everything

Dr. N. J. Akbar: Nicole said the answer to Terry Gibson's question is Senate Bill 4.  
Cheryl Ryan: @Eric S. Brown - I think that is difficult. You have to get the Union to agree to do that. You have to agree to some incentives to do it. Right now, incentives typically do not support the teaching in the neediest schools in most places

Dr. N. J. Akbar:

@Valerie: Employee Resource Groups are district support auxiliary groups which should be guided by a district level policy that is equitably (not equally) funded. It allows employees to join together along racial, gender and sexual orientation (any marginalized group) to create a critical mass and increase sense of belonging for your staff. This will increase morale when a staff member may be one of only or few in their office/school but can meet up regularly with others in the district.

Dr. N. J. Akbar:

Do you consider Bostock as a narrow decision dealing with what textualism means or a broad decision, adopting the values of respect, dignity and value for all people? e.g. Even Kavanaugh spoke positively about the values.

Eric S. Brown:

Regarding the religious expression component of HB 164, are there any anticipated policy changes stemming from it?

Keith Brewster:

Heather: Diversity Committee can be set as a goal for the district around having equitable outcomes or closing the achievement gaps in your district. The report card has a closing the achievement gap score. If you are not doing anything directly for it, your score will likely not improve. This is where the committee could be aligned with that goal

Dr. N. J. Akbar:

Keith - we are reviewing the religious expression components of HB 164 to release our policy recommendations to our OSBA policy clients in the August PDQ to be released late July

Kenna Haycox:

If you have immediate questions please reach out to me at [khaycox@ohioschoolboards.org](mailto:khaycox@ohioschoolboards.org)

Kenna Haycox:

Good afternoon, Eric! What a great question, although I've read arguments on both sides. OSBA's main concern right now is how the case affects hiring practices and policies.

Jennifer Hardin:

Excellent point about closing the achievement gap as an equity action and being accountable for the gap closing score.

Kim Miller-Smith:

If you would like to save the chat before the end of the call, please click the small box with 3 dots in it and choose the option to save

Laurie Miller:

We are taking a break next week! Register for the July 8 town hall at <https://www.ohioschoolboards.org/events/view/osbas-town-hall-10>

Angela Penquite:

Character Lab will present on July 9 at 4 p.m. during the next Mental Health and Social-Emotional Learning Virtual Series. Register at <https://www.ohioschoolboards.org/events/view/mh-sel-virtual-series-july>

Angela Penquite:

Dr. N. J. Akbar:

NO - Just say no to GRIT

Dr. N. J. Akbar:

Its racist latent research

Register for July's webinar here

Laurie Miller:

<https://www.ohioschoolboards.org/events/view/mh-sel-virtual-series-july>

Big Walnut- Stephen Fujii:

Thank you OSBA for these Virtual Town Halls. I have greatly appreciated the conversations and learning you have provided.

Keith Brewster:

Thank you OSBA

No disrespect...but grit suggests families and students who overcome so much everyday so they have grit. Grit is a perspective based on dominant culture and minoritizing others

Dr. N. J. Akbar: