

July 19, 2021 – 5:30pm
Committee on Student Equity
Meeting Notes

- Discussing March 2nd meeting
- Agenda Item #2 Cline moved to adopt minutes from June 8, 2021. KiMara seconded. Motion carried.
- Agenda Item #3 Equity statement rollout
 - In handbook - out there
 - Sonia Lewis: 2 points of contention
 - 1) Equity statement is efficient, but
 - Difference between statement and anti-racism pledge
 - 2) video documentation of statement - it is most relevant and accessible format for times (5-10 minutes)
 - Parent, student, teacher, community member, maybe community partner and/or consultant
 - Sonia states she is behind on responding to and providing feedback for a) equity statement and b) issues between staff
 - Michael Reed: “how can we have an equity rollout statement, when I have a meeting tomorrow about discrimination...”
 - Liz Vigil addressed that staff issues should be dealt with through Human Resources, while equity council is addressed towards students
 - Michael Reed disagrees
 - Mr. Oliver agreed with Liz Vigil
 - Michael Reed states that this IS the venue for his grievances
 - Cline Moore agrees with Michael Reed that students and staff issues must both be dealt with (“you can’t deal with one without the other...but they don’t have to happen in the same space)
 - Rob states the book club is not about students
 - Lisa Meline tries to get us back to the agenda - keeping council focused on students and moving forward with action
 - Sonia says - until Rosemont addresses “some” of these things, they cannot make any progress (my paraphrase) - there are layers to this and they overlap - if these issues are racially motivated, they need to be addressed - equity statement is fluff - antiracist statement is a pledge and more substantial
 - Liz Vigil - everything we are hearing about is completely valid, but we need to be able to move forward and make some progress
 - Lisa Meline asks Sonia if an antiracist statement is a way we can move forward and Sonia says yes
 - Michael Reed states that things are not working, Mr. Oliver challenges that remark as being Michael Reed’s point of view - it does not represent everyone on the panel

- Michael Reed challenges Mr. Oliver's right to speak about issues at Rosemont, when he doesn't work there
- Rob states that no one is keeping time and reiterates that nothing has been done
- Sonia brings it back to the difference between an equity statement and an antiracism statement - the latter needs to come first and we need to create a safe space for students first, followed by staff and community
- Lisa Meline questions, how do we get this started
- Rob has question about how we spot inequities if we don't have the race literacy and training - asks Liz how it will be addressed if staff refuses to be a part of the process
- Chesshuwa shared that the teachers she spoke to abandoned the [book club] process only because they felt the meetings were not a safe place
- Cline states that things have been happening regarding all the issues since day one, but haven't necessarily been communicated - more transparency needed
- Lisa summarizes that she gets the sense that people feel we need more training before we can move on - she proposes we do that
- Rob questioned having a student involved, Sonia agrees that students, especially students of color - representatives of those who are oppressed - should not be involved - they should be protected from this labor
- Liz Vigil asks how we involve student voices without doing so - requesting guidance
- KiMara acknowledges everyone's frustrations but stresses the need to do something - we are not making any progress - we can't get it all done at once - she witnessed a high school in New York that had a huge sign on the fence that said, "racism will not be tolerated here." We need that kind of statement and we need all people involved to understand that
- Rob states we need to slow down and he claims that he has never said that nothing has been done
- Sonia - states that silence means either something is happening or someone is scared - both are okay - not everyone is ready to get on the bus this time around (bus route analogy) - we need to let go of the blame and shame game/pointing fingers - she refers back to her three reflective questions
- Lisa Meline asks - should we just shut down the committee and wait? Sonia says, no, we can find some wins for Rosemont, such as the Sports racism incident
- Cline Moore addresses the challenges we and students faced because of trying to deal with them online - we tackled an advanced book for the book club and we should have better discussions and progress in person - we will pull more people in as they are ready to get on the bus - growth mindset/safe place

- Michael Reed - questions Sonia's ability to accomplish her goals, because of how people respond to his accusations
- Sonia replies that there's not magic fix, each situation provides different challenges and requires different tactics - those who are involved may just be going through the motions, some are not going to show up and some might be asked to leave, because their comments or actions are inappropriate
- Lisa questions again, what should we do?
- August 16th is tentative date for next meeting
- Meeting adjourned 7:10pm