

Student Equity Committee 06/08/21

Present: Steve Boettner, Lisa Meline, Elizabeth Vigil, Matt Nauman, James Hopley, Chesshuwa Beckett, Erik Beckett, Rebecca Siegert, Kelly Martinez, Rob....., Cline Moore, Sonia Lewis, Onisha Cook, Kimara Fears, Michael Reed, Paul Kato,

Mr. Nauman started meeting at 5:35 PM

Meeting minutes concerns?

Mr B.motion to approve; Mr Hopley 2nd

Aye minutes approved

Book club: Cline Moore

7 chapters and assignments for discussion

Inclusive, safe spaces, self-reflection, challenges (not a lot of feedback) some good dialog,

Google document and Zoom meetings,

The Work...

- Safe space in classroom

- Curriculum

- Civic connection in community/students

Teachers pick someone to collaborate with on one of the above 3 areas

Use Google slide to document/share

Mr. Nauman: How are we going to move forward with using Google slide/ or in person

Mr. Moore: In person is better, in small groups

Rosemont Reads: James Hopley, Meline

\$650 donated thru RCA plus other fundraising, another library on the way? Asking the school to match that amount. Einstein and RHS Eng dept will distribute flyers/libraries map

Shared flyer

Media segment once a week for Rosemont Reads

Sports: Onisha Cook

Athlete of the Year Award for next year

One male/ one female

District, Rosemont, CIF code of conduct= can we have a district wide code of conduct?

Handbook: Michael Reed, Vigil, Hicks

Reed: Met last week about what should appear in handbook

Handbook is not useful if we don't follow the processes in the handbook

Beckett: purpose of handbook is to put RHS philosophy into words

Again, how to make it effective

Support for teachers for classroom management, buy in from everybody

Nauman: Students who were involved were seniors so they are moving on

Need to recruit new students

Vigil: Conversation was valuable; choose a few important areas to focus on, be consistent across classes, offices, etc.. Culture and climate, dress code, progressive discipline policy

Mr. Moore: It comes down to how does it become a living document that people interact and engage with. Restorative justice student committee should be involved. Students should be their own checks and balances.

? Small number of people involved in such an important task. How are we going to get buy in?

Discipline is easier when everyone is on the same page.

?Culture is a living evolving experience that can't be captured by handbook

Siegert: Coming back gives us a chance to reset and present a new culture in Sept.

Hopley: What is the parents' role?

Vigil: Asking for teachers to help set the stage for how school starts. We need to do some work over summer so we are ready

Nauman?Martinez: How do we get buy in from teachers who have not been involved in these meetings?

Vigil: Summer work group would invite teachers to participate in shaping start of year

Cline: How/when do things get rolled out? Sense of priority? Communication? We really only have one chance to get our "fresh start." More transparency, keep giving people chance to participate, and admin need to lead the charge.

Mr Reed: Equity committee took a weird turn and created subcommittees etc, but never really confronted original purpose. No community member has asked why we have an equity committee.

Spring 2018 all the Black teachers at Rosemont met at Ebony Benzig house about oppressive culture of RHS. Many of those teachers have left.

Equity should apply to staff and students

No engagement in Book Club

No one will say what needs to be said

English Department meeting: same thing, skirting around real issues

Comments: Fears "I didn't need to ask why we had this committee, I knew why we needed it. As a parent I wasn't aware of staff issues. Not sure what parents role is: Go to union, supervisor, district, media, etc. Parents can't hold admin accountable for staff behavior.

Reed: If we don't hold administrators accountable for staff to staff behavior, how can we know students are safe with those teachers

Sonia: All stakeholders need to be involved. If we are not doing it for the kids, then why are we doing it?

Reed: What's the point if there is no movement?

Sonia: We need to break the cycle. We at least keep coming back because we want to make positive changes. Goal: there is a core group of people who will create a new culture. Hopefully teachers/administrators will engage in the process of improving Rosemont-- a chance at a new beginning.

Rob: Everything in the meetings is a distraction from the fact that nothing seems to be focusing on original issues. Criticisms are ignored. Have we really gained the knowledge needed to be able to tackle the issues? We haven't really addressed issues brought up by surveys.

Meline: What do you think we should do?

Sonia; if we don't address these issues, they will resurface

Cline: These conversations are happening all over the country and the world. There has to be a process for moving forward, and there will be a backlash when people see changes in power. Some people will not want to be held accountable. People will have to decide what is important. 3 year time frame at least.

Meline: How to roll out equity statement? Are we committed?

Boettner: a lot of discussion had been centered around staffing issues that are hard for other teachers, students, parents to influence. 1) I want to focus on making my class, my school safer and more inclusive 2) I want to push the curriculum to be more inclusive and abolitionist.

Time called at 7:00

Minutes will be posted on website.