

Equity Advisory Task Force Meeting Agenda
Tuesday, August 12, 2021
2:00 – 3:30 p.m. @ WESB Room 200

1. Welcome: Confirm the agenda and next meeting date.
 - a. Tuesday, September 14, 2021 2:00 – 3:30 p.m. @ WESB Room 217
Members present agreed to next meeting date.
2. Task Force Members: Amy Aho, Jon Anderson, Charles Black Lance, Sheila Eller, Heidi Hahn, Kate Henke, Erin Karlgard, Laine Larson, Kobe Malone, Timothy Murtha, Tracy Riley, Will Riley, Martha Rustad, Mary Sam, Kevin Boyles, and Jana Shogren.
Absent - Tracy Riley, Will Riley, Kobe Malone
Additional Members Present - Cassidy Rice
3. Check In on the Process: Please review the [District Equity Vision Planning](#) document prior to our meeting. Where are we at now? What are we doing next?
 - a. Moving forward: Section 3 - [Needs Analysis Questions](#)
 - b. Update from CIP Retreat

Identified the need to have an intentional process - Need to learn a little bit more collectively - Read research, develop a deep understanding in order to accurately identify needs for our District; continue to seek input from stakeholders

Discussed and reviewed data that would be presented at the CIP retreat. Discussed how data with Free and Reduced populations and Special Education Populations were broken out by race category - showing more clearly our race based achievement gap.

4. Discussion of Dr. Lensmire decision and fulfillment of Cultural Competence mandate
 - a. Book Study

Discussed the need to read and review Dr. Lensmire's book collectively. Discussed after having a better understanding of the research in Dr. Lensmire's book determine the next step of considering or recommending having Dr. Lensmire talk with the School Board and the Equity Task Force. At this time, initial step is for the advisory group to read and develop questions.

Heidi and Tim will put together a book study document for the next meeting - this will help keep the group focused and moving forward with readings.

5. Looking Ahead:
 - a. What products should we publish on the district website?
 - i. Roster,
 - ii. Agendas
 - iii. Minutes

Advisory Group agreed that Roster, Agendas and Minutes will all be on the website.

Group discussed the need to take a step back and conduct an internal audit that would dove tail from the District data. Mary Sam was going to reach out to Mn State College Equity and Inclusion offices in regards to processes to conduct an internal audit.

Discussion revolved around gaining a common understanding of implicit bias - Mary Sam suggested Scott Foster from Central Lakes College and the work he has done - specifically discussed his work around his Civil Rights tour. Advisory Group agreed they would like to learn more.

6. Reporting to Board of Education: Charles Black Lance at the next School Board meeting

Minutes respectfully submitted by: Heidi Hahn