

**APPROVED**



**Board Special Meeting**  
**Work Session: Anti-Racism Policy**  
July 1, 2020, 3:00 – 4:00 p.m.  
*Meeting held remotely*

## Minutes

### Call to Order

Director DeWolf called the meeting to order at 3:01 p.m. Directors Hampson, Rankin, Rivera-Smith participated with Microsoft Teams or by phone. Director Rankin joined the meeting at 3:03 p.m., Director Harris joined the meeting at 3:09pm, and Director Hersey joined the meeting at 3:11pm.

### Work Session: Anti-Racism Policy

This work session was staffed by Superintendent Juneau, Dr. Keisha Scarlett and Manal Al-ansi.

Director DeWolf introduced Dr. Keisha Scarlett who begin the presentation.

Dr. Scarlett expressed appreciation for the Board’s commitment to racial equity and for offering the time. Dr. Scarlett gave a brief history of the development of Draft Policy 0040, beginning in the Summer of 2019, noting the importance and involvement of community engagement through stakeholder groups such as the SCPTSA.

Manal Al-ansi shared the continued engagement process noting additional stakeholders from national leadership on racial equity to internal staff members. She stated that the draft version 3 presented today is a result of that engagement process. Ms. Al-ansi noted that the division will reach out to Black- and indigenous-led Community Based Organizations for further development of draft version 4 that will then return for Board review.

Ms. Al-ansi highlighted three main areas of community concern demonstrated through the feedback that has been collected to this point: accountability, directives, and impact analysis. She noted that the method of feedback has evolved from face-to-face community meetings and individual and small group engagements to online Zoom engagements due to the pandemic. She shared a feedback form that was created to allow for substantive feedback as well as language/line edits. She noted that participants could also offer feedback in any way they preferred – verbal, community conversation, etc.

Before the discussion was opened up, Ms. Al-ansi stated the division’s desire to ensure follow-up on previous questions and concerns from the Executive Committee Meeting held on June 17, 2020. She shared a link with the Directors to connected to a Padlet site and requested the Directors provide a 5-minute personal reflection on the main takeaways from June 17 Executive Committee meeting:

- How might we give Policy 0040 more “teeth” without transforming it into a procedure?
- What systems/inequities should the directives address?
- How might we ensure accountability and alignment between a 0040 policy and procedure?
- Other considerations for anti-racist impact, sustainability and accountability.

At the end of the 5-minute reflection time, Ms. Al-ansi thanked the Directors for their responses and asked DeWolf to open up discussion on the question of “What should we consider for greatest racial impact, sustainability and accountability?”

Director DeWolf called on each Director in alphabetical order and they each shared their responses.

After their initial responses, Directors were then given an opportunity for final thoughts or remaining questions. Discussion was held regarding ensuring accountability and that as an umbrella policy and the district’s first anti-racism policy, 0040 would need to be a driver throughout the entire system. Discussion was also held regarding a Procedure to accompany the Policy and what would be the appropriate timing.

In response to a question regarding next steps, Ms. Al-ansi shared that the division is taking the lead from community with regard to that partnership and that the timeline for a final draft is currently being built out. Reporting on that process and the progress of the draft will be done through the Executive Committee.

### **Adjourn**

This meeting adjourned at 4:03p.m.

*This meeting was held remotely per the Governor’s proclamation prohibiting public agencies from conducting meetings subject to the Open Public Meetings Act in-person to curtail the spread of COVID-19. Public access was provided remotely through Microsoft Teams and teleconference.*

### **Minutes submitted by:**

*The Office of Chief of Equity, Partnerships and Engagement Dr. Keisha Scarlett*