



**Equity Committee Minutes**  
**Tuesday October 26, 2021 5:00 PM**  
**Join via Zoom**

**Committee Members: Josefina Alvarado Mena, Wei Ling Huber, Dr. Jason Reimann, Dewayne Walton**

**Agenda Items:**

Agenda Item	Who:
Roll Call Attendance  Present - Alvarado Mena, Reimann, Walton	Committee Chair
Public Comment  No public comment	
Review and finalize Equity Platform  Presentation of draft Logic Model related to Equity Platform. Various long term and short term strategies were outlined by JAM. Discussion of diversity and how do we define diversity. Suggestion to review Oakland census data for race, ethnicity, etc. Discussion re: staffing diversity - the search firms take a 18-20% of salary fee. We cannot afford this. Utilize other outreach methods. JAM - define roles: strategies come from the school. The board evaluates the effectiveness. The board doesn't define the strategies. Can recommend if needed.  Consider 80% diversity goal from Logic Model to mean from this point forward as retention of current staff is also a priority. Outcome language should be updated.  Committee agrees unanimously to bring this Logic Model Equity Platform to the November Board Meeting.	Committee Chair
Equity Task Force Report  Current list of task force members was shown, lots of cross-representation. Hope to roll out rubrics in practice for 2022-23. JAM: frustration from community with slow progress. KS - understood, need to	School Staff

<p>work through the process of creating rubric for internalized accountability. Equity work is happening parallel to current activities. Data is needed also.</p> <p>Staff will be trained by consultant on RJ and how to have the difficult conversations, without villainizing anyone. We don't believe in canceling or throwing people away. Parents are asking for expulsions right now, without any due process for those accused. This is not equitable.</p>	
<p>JEDI Budget Presentation</p> <p>Reviewed budget. Current budget crisis because of lower billboard revenue, lower ADA (at 797 students instead of 800 or 820), lower attendance due to illness &amp; suspensions, and the million+ dollar hit from STRS. We are in a \$600k deficit and applying for multiple grants to work through it. The consultants for the current issue - one is \$5,000 and one is \$1500 (covered privately). Additional expense from consultants, lawyers, and Title IX investigator TBD. Board directs school to find \$25,000 for JEDI budget to address current issue (\$8k already budgeted, \$1500 covered privately, plus find the rest hopefully from salary savings). Will insurance cover legal services?</p> <p>We will need to change the school bell schedule starting next year due to mandated 8:30 start time. Can we reconsider the structure of the school day?</p>	<p>School Staff</p>
<p>Dismissal at 6:14 PM.</p>	<p>Committee Chair</p>