



**OSA Equity Committee
Meeting Minutes
May 18, 2021 4:00 PM**

Committee Members:

Josefina Alvarado Mena, Wei-Ling Huber, Dr. Jason Reimann, Dewayne Walton

TIME	TOPIC	LEAD
4:04	Roll Call Attendance Present: Alvarado Mena, Walton	
4:04	Public Comment - No public comment	
4:05	<p>Advancement Update- Equity Focus</p> <p><i>Provide update on funds raised for equity strategies for 2020-21 and 2021-22. Include Heart of Oakland total proceeds and amount designated for equity strategies.</i></p> <p>Asked to fundraise \$60k for equity items at the start of the year. Total cost for SIU was \$31k, with a budget of \$35k</p> <p>Restricted funds raised for JEDI is \$105,935. All will hit the books this year but some funds are spent this year \$90k and \$51.5k will be spent next year. Full program costs for JEDI work are estimated at \$164k. Strategies to make up the \$71-113k difference: Giving Tuesday, current and new relationships, pending donations at this time, estimated potential funding \$143k for the 2022 JEDI program.</p> <p>Committee Comment: JAM: would like coaching added, there needs to be board conversation about this budget, may need different priorities for next year. Should have DEI work in Professional Development. Have a solid answer re: what percent of the budget is spent on DEI work. We should consider a metric of a percentage raised of fundraising dollars go to DEI work.</p> <p>Staff Comment: SIU was less expensive due to zoom (no printing, transportation). Some expenditures are on hold as we onboard new JEDI Coordinator and determine her priorities.</p> <p><i>Note: Ms. Huber joined at this time</i></p>	Ms. Keslosky & Ms. Sherman-Colt
4:19	Equity Budget Update <i>Review budget line items for 2020-21 and 2021-22 related to equity.</i>	Ms. Palmore & Ms. Sherman-Colt

	<p>Professional Development \$15k, DEI Researcher 10k, SIU \$31k, Job Recruitment Platforms \$2.4k</p> <p>20-21 Total Equity Expenses \$58,378</p> <p>Budgeted for 21-22 \$164,130</p> <p>JEDI Coordinator \$118,450, Task Force TBD, SIU \$43,280. Affinity Group Stipends TBD, DEI PD for staff TBD (TBD expenses on hold for new JEDI Coordinator input)</p> <p>Committee Comment: JAM: Teacher retention, mentoring program allocation for teachers of color, ensure funding sources other than those allocated to DEI Expenditures are included for this priority. Walton - there should be defined roles/responsibilities for affinity group leaders.</p> <p>Staff Comment: Oz: yes, plan to have roles/responsibilities for affinity groups. LSC: started year with status quo and saved all jobs, were not able to offer additional stipends.</p>	
4:30	<p>DEI Coordinator and Ethnic Studies Teacher Update</p> <p>Kala Stepter will begin June 14 part time to plan and build position, and start full time in the fall.</p> <p>Ethnic Studies teacher - found a great candidate, the offer letter is going out asap.</p> <p>Committee Comment: JAM - will there be overlap between Uma and new hire? Can we elevate this role to do curriculum integration with other teachers in the department so students have access to at least one unit each year from 6th grade on? Members of the committee would support an expenditure to ensure overlap between Uma and new ES teacher.</p> <p>Staff Comment: every 11th grader will take an A-G approved Ethnic Studies course this coming year, and Honors elective for seniors will be offered.</p> <p><i>Note: Mr. Reimann joined at this time.</i></p>	Ms. Sherman-Colt
	<p>Discuss OSA Board Equity Platform</p> <p><i>Discuss Creation of OSA Board Equity Platform comprised of JEDI strategies and implementation timeline, including but not limited to recommendations from the last Equity Committee meeting.</i></p> <p>JAM: What would this platform look like? Bring to June board meeting. Proposing the board formally adopt an equity platform related to JEDI work to support and monitor, put metrics in place to measure board success towards equity goals. Platform would related to budget, governance, demographic makeup of board for example. Elevate work</p>	Ms. Alvarado Mena

	and board's role in moving it forward. JR: can these goals be implemented into bylaws revisions?	
4:44	<p>Equity Task Force Recommendation</p> <p><i>Discuss establishment and placement of Equity Task Force</i></p> <p>Committee Comment: JAM From the administration perspective, where is this recommendation? What is the timeline for moving it forward? Opened it to committee re: who does the task force report to? Huber - should report to Board. Walton - should report to ED but have a platform for communication with Board. Reimann - agree with Huber, should report to Board. JAM - Reporting responsibility of JEDI Coordinator is to the ED. The bylaws do allow board to create ED Task Force as a committee of board. Reporting relationship with the board, elevates equity work, would need policy recommendations from committee. JR - staff should all report to the ED. Task Force have a committee structure.</p> <p>Committee Recommendation to Board: Equity Task Force should be a board committee, JEDI Coordinator should report out at each board meeting.</p> <p>Staff Comment: LSC- need to determine a budget, include input from Kala. MO- our outcome from Candice is the Equity Rubric - we don't have it yet but it will set our goals and objectives and will work with Kala to refine.</p>	Ms. Alvarado Mena
4:57	<p>Teacher of color recruitment and retention</p> <p><i>Review data and discuss recommendations.</i></p> <p>Mr. Oz shared slides on teacher turnover. Recommendations - increase teacher pay, strengthen recruitment, focus on supports and mentorship for years 1-3 for TOC. Strong strategic effort already in place to prioritize hiring POC.</p> <p>Committee: JR what systems in place to ensure that critical teachers remain? Don't want a revolving door of TOC. Teacher retention a top priority. MO - can identify what's in our control. JAM- Like education, it is hard to keep people in nonprofit jobs. Other strategies help with retention; autonomy, finding what inspires job satisfaction. Build this into retention strategy. Don't want to lose the influencers. Determine growth opportunities, then match resources? Individualize the strategy. WH - Task force has the potential to spark that sense of job interviews. 'Stay' Interviews vs 'Exit' Interviews. Would Cava want to do exit interviews? Could create a team to secure more information from interviews.</p> <p>Systematizing program improvement. LSC - what does our exit interview look like? Can it be more comprehensive? Team approach.</p>	Mr. Oz

	DW - how does our data compare to OUSD? MO - their data isn't available.	
5:24	<p>Discuss the Edutainment deliverables - next steps</p> <p>About to complete the year-long residency. Classified and certificated employees - all participated. Self-reflection, held up a magnifying glass to ourselves, positionality within system design. Organizational assessment on equity areas which needed work: curriculum, SPED access focused on teacher development, multi-culturalism in the classroom (arts/academics), mental health, learning recovery. Exercise will be completed Wednesday, will work over summer with input from faculty and weave into Strategic Plan.</p> <p>JAM: share the Org Assessment data with the committee please. Rubric - can the committee see this also to align with. It's not done yet, but raw assessment data is also interesting to see.</p> <p>Timeline for Final Rubric: spend time over the summer to weave into SP. Will share action steps.</p>	Ms. Sherman-Colt
5:38	Dismissal	