



Anti-Racism and Anti-Bias Advisory Committee
Thursday, August 5, 2021 Regular Meeting - 4:00 PM

Meeting Minutes

District Administrative Center
3285 E. Sparrow Avenue
Flagstaff, Arizona 86004

Pursuant to ARS section 38-431.02, notice is hereby given to the members of the Flagstaff Unified School District Governing Board's Anti-Racism and Anti-Bias Advisory Committee and to the general public that the Anti-Racism and Anti-Bias Advisory Committee will hold a Regular Meeting, open to the public, on August 5, 2021 at 4:00 PM.

Due to the current public health situation related to the Coronavirus (COVID-19), the meeting will be web-based meeting. Members of the public will have access via live stream. Members of the Anti-Racism and Anti-Bias Advisory Committee may attend by telephone or internet conferencing.

No Public Comments will be taken for this meeting. If the public has a comment concerning the Committee's actions, they should be submitted to the Governing Board during a regularly scheduled Board Meeting in the Public Comments section.

To observe the meeting online, the public can access the meeting via the FUSD Zoom Link. To get access to the Zoom link, please contact Kurt Steele at ksteele@fUSD1.org or 928-527-6002.

1. Preliminary

Procedural: A. Call to Order

President, Michael Cruz called meeting to order at 4:03 pm

Procedural: B. Roll Call

Committee Members

- J. Michael Cruz – President
- Jeronimo Vasquez
- Breyaunna Smith
- Gina Vanderkooi
- Rose Toehe
- Liv Knoki
- Dani Donaldson

FUSD Board Members

- Dorothy Denetsosie Gishie
- Carol Haden

FUSD Staff

- Michael Penca
- Mary Walton
- Cathy Cox - **Absent**
- Rochelle Bronson - **Absent**
- Dianne Lomahaftewa-Albert
- Dawn Anderson
- Susan Smith
- Cynthia Noble
- Christine Everett – acting as Secretary

Procedural: C. Diversity Statement – Read by Susan Smith

Procedural: D. Reorder of the Agenda - no motion

Michael Penca requested to have the wording “ Members of the public will have access via live stream” be removed on the opening statements on the agenda as the advisory committees are not live streamed.

Procedural: E. Agenda Adoption

1st Jerome Vasquez 2nd Liv Knoki Vote was unanimous 7:0

2. Presentations/Reports

A. Staff Diversity (D. Anderson)

Dawn Anderson presented information on the Culture and Climate Survey Results. Each year we do this survey from National Business Research Institute. Survey was conducted from May 12 to June 9, 2021.

- Engagement Survey Results - Dawn said we had lower participation this year but overall our results were in the positive categories. Dawn will meet with different stakeholder groups to discuss results. FUSD had 1600 staff members at the time the survey was conducted and 579 staff members took the survey which was a 35% response rate. Typically we have 60-65%. Dawn took Committee questions.

Susan Smith shared document on Staff Diversity on each domain.

Domain: Staff Diversity

Goal 2: Hanover will assist to improve recruitment practices to reach and attract diverse candidates for all positions.

Goal2: Conduct an annual staff culture and climate survey and report findings each year to the Board.

Goal 6: Create affinity groups for faculty and staff to share experiences and provide support to one another.

Innovation Funds on Staff Diversity: added \$5000 grow your own program

Susan answered questions. Mary K Walton and Dawn Anderson shared information on the New Teacher Mentoring program. The last two days have been welcoming new teachers and each will have a mentor in their building they work at.

B. Curriculum (M. Walton)

Domain: Curriculum: Goal 2: Conduct a thorough review of the extent to which students with disabilities have full access to the general curriculum, and make changes where needed for full access.

Goal 3: Integrate ethnic studies into the curriculum, including in elementary grades. Suggestion to change "equity" to diversity. Humanities is also a good word.

InnovationFunds: remove Equity evaluation tool - curriculum and Book study - Curriculum development.

C. Professional Learning (R. Bronson) Domain:

Professional Learning Goal 1: Hanover will assist - collect baseline data to gather information about staff knowledge of racism and bias issues, attitudes and interest in learning about anti-bias/anti-racism, and their current practice with respect to equity.

Goal 2: Create a funded 9-month plan for mandatory PL around anti-racism and anti-bias that involves all district employees and is integrated into the school district and each school, as evidenced by the integrated school district and individual school action plans.

Goal 3: Hanover will assist: The district will utilize an external committee/organization to annually evaluate the effectiveness and integrity of the implementation of the PL offering.

Innovation Funds: due to new law we are prohibited from using content so we recommend to remove from the fund all line items at this time. Comment: Concern that all the work we have done is cancelled due to funding, so can we find alternative funds. We need to choose a new direction and continue even if it is a scaled down version.

D. Social/Emotional Learning & Behavior (C. Cox) Domain: Student Behavior and Social Emotional Considerations

Goal 2: Implement a process to have an on-call advocate/mentor (community member, staff member, or student) that a student can identify with in one or more identities. This person would be coordinated through the counselor or administration for students that may need it. Students and/or counselors can determine need.

Goal 3L: Hanover will assist: District will hire an external expert/organization to conduct an assessment of policies, practices, and procedures already in place related to student behavior. Based on the assessment, FUSD will then create a prioritized list of research-based practices for improvement of those policies, practices and procedures.

Innovation funds no changes

E. Superintendent's Report (M. Penca) Michael Penca shared document that will be sent to staff on Newly Enacted Statute A.R.S. 15-717.02. We are seeking clarification on how to proceed with our attorney. Comments: We need to work on "what can be done" under these recommendations. Use best practices. Touch areas later that we can't do.

3. Action Items

A. Approval of Minutes for 6/10/2021

Michael Cruz would like corrections to minutes to be made. Page 1 add meeting started at 4:03 PM. Page 2 Action 3 A correct spelling of last name for Jeronimo Vasquez.

Motion to approve amended minutes:

1st Liv Knoki 2nd Breyanna Smith Vote was unanimous 7:0



Meeting Minutes-
06.10.2021.pdf

B. Discussion and possible action on reallocation of Innovation Funds (S. Smith) Susan Smith said this is an ongoing conversation. We may see some revisions on this budget. Asking for approval removing and adding to the Innovated Funds. We remain under the projection of \$350,000, revised amount is \$323,800. Michael Cruz requested to have this to be on agenda each time. Comments: concern on removing items and then losing the funds all together. Prefer to have items listed, place funds on hold. Requested to have Professional Development later on in the year.

1st Breyanna Smith 2nd Dani Donaldson Vote was unanimous 6.0 - Rose Toehe left meeting before vote was made

4. Discussion Items

A. Community Communications Update

NAU Homecoming Celebration is on October 16, 2021

NACA will host their 50 year celebration with an Open House on September 23, 2021.

B. Introduction: Melissa Armstrong (S. Smith) Michael Cruz provided the introduction.



MJA LOI Anti Racism
Anti Bias Task Force F

C. Intentional Word Choice (B. Smith) Breyanna Smith had concerns that were brought to her attention. The situation related to a school application being denied and this person was told "we are

looking for a more diverse candidate”. This is a huge concern to her as this individual is part of the law enforcement community. “Diversity” is a trigger word. Breaunna is requesting that the district recommend clear guidelines on communication. Michael Cruz commented that the language is concerning with new regulations. Requested that the FUSD Board discuss a timeline on resolution on specific language of the new law on what we can and can’t do. When will we hear from the attorney? Michael Penca and Carol Haden said this is a priority with the board. Dawn Anderson commented that she does communicate with administrators, we have a hiring tool kit, unconscious bias. She encouraged this person to contact her so she can ask questions to ensure future applicants are communicated with in a positive manner. Dorothy Denetsosie Gishie would like to review the documents sent out to candidates and we need to be conscious of words we use.

D. Future Agenda Items

Liv Knoki requested to have a report on any research or current programs being implemented that encourage staff/administration to want genuine change rather than simply taking ongoing training because it’s required for CEU/s, etc. There’s a significant difference between being required to being encouraged to want these changes to exist with school spaces.

Susan Smith requested to have the Anti-Racist and Anti-Bias Advisory Committee be changed to a new name that captures our work.

Next meeting is on October 7 4 - 5:30. Michael Penca requested that this advisory committee meet in person as we are bringing students back to in person, our board meetings will be in person, advisory committees need to be in person as well. We need members present in person considering some may need to be in Zoom. Location of meeting will be determined.

5. Closing

A. Adjournment – Meeting was adjourned at 5:35 pm

Michael Cruz said we do not need to vote to adjourn the meetings.