



Equity Team Meeting 2/13/2019

Meeting called to order at 7:02 p.m.

In Attendance:

Alissa Cohen	Kath Edsall	Irma Elmoore	Monica Fink	Melissa Fore	Tali Faris-Hylen
Rachel Miars Layne	Dori Leyko	Dana Watson			

Welcome & Introductions: (sign in)

Action Item Updates:

1. Submit letter to board by January 29 – MET Board/Tali Faris-Hylen [**On hold pending further discussion with Dori Leyko**]
2. Discuss potential curriculum ideas to suggest/implement – Team [**In progress**]

Discussion:

1. Discuss budget request from Marble Parent Council
 - a. \$1,000 for Equity Workshop May 1
 - b. \$100 for Equity Workshop snacks
 - c. \$500 for Deerpath snack pantry through June
2. Discuss diversifying new hires within the district.
 - a. Dori is working on developing a hiring practice in the district that looks at recruitment, hiring of faculty and staff that better represent our student population and retainment.
 - i. What do members that sit on committees look like? Better representation on these.
 - ii. Retaining people that we hire.
 - iii. How can we better support teachers of color? Regular meetings, feedback, etc.
 - iv. One of Dori's Board approved goals was to develop this process. Dori feels like (after being in this role for just over 2 years) while we've made some strides in the administrative level it hasn't trickled down even though we talk about it. We talk about it but there is no documented process – the goal is to move toward this. She's shared with her admin articles and research.
 - v. Ironically had February administrative meeting today. Nwando Achebe is willing to sit with Dori to help her with this looking at it from a district level. Achebe presents on "Conducting Effective Administrative Searches". Talks about implicit bias and more that apply to this process of hiring.
 - vi. ELPS is a member of MSAN. Minority Student Achievement Network. EL, AA, Birmingham and Farmington Hills are the only districts that are members. This organization sets a goal each year. This year the goal is to decrease discipline disparity with students of color. Last year it was on hiring practices.





MARBLE EQUITY TEAM

- vii. Dori and two administrators will do a site visit as well and this year it's in Madison, WI in which Dori and team will go and sit in presentations on what they've done as a district.
- viii. Dori is pulling pieces together for the actual interview process.
- ix. There is a workshop coming up that she's asked for administrative volunteers to be a part of this – in combo with other tools in place. So when positions are posted, the principal of the school will put together a committee. Dori can't sit in on every teacher interview so we need to give our teachers/principal/committee these tools on diverse hiring practices and have something in place.
- x. Discussion about HBCUs and trying to recruit from there.
- xi. Alissa talked about the composition of the hiring committee – should include not just principal and teachers, but equity member or other designated person dedicated to advancing equity, community member, parent, etc.
- xii. Dana question: What's the teacher make up at Lansing? Where do they get their teachers?
- xiii. Racial equity policies – Dori got some examples from other districts at an MSAN meeting; Okemos has such a committee.
- xiv. Board of Ed has sub committees; policy committee – Terah, Nicole, Chris Martin; but a racial equity policy could be developed in Policy Committee; that's a task Dori wants to do this year.
- xv. Dori wants to put together a draft and get our input?
- xvi. Dori wants us to share our goals, mission, our offer to support district initiatives.
- xvii. Dori has lists of places to advertise from Dorinda Carter Andrews.
- xviii. 220 teachers in district; 5% teachers of color (11ish); 36-37% students of color.
- xix. Anyone on a hiring committee required to do implicit bias training.

