



Equity Team Meeting 11/14/2018

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

In Attendance:

Alissa Cohen	Monica Fink	Melissa Fore	Shanelle Walker Hicks	Rachel Miars Layne	Victoria Hoelzer-Maddox
Josh Robertson	Renee VanRemmen	Dana Watson			

Welcome & Introductions: (sign in)

Action Item Updates:

1. Group-Put forth ideas for discussion about equitable celebrations. Several ideas including having the children read a book to each other have been presented. **[completed]**
2. Group-Put forth ideas for discussion about policies that align with social justice. **[in progress]**
3. Kath-Spoke with Tracy Weston, she said their program is only geared toward school-based locations and not off-site. Reach out to Tracy to see if this could be implemented onsite. If we have to deal with distribution and/or transportation off-site we can do that. ***Update: Another organization is working on the snacks for Deerpath. Not sure if we need to duplicate efforts. The new staff contact at Deerpath is a little resistant to the idea as it stands. [completed]**
4. Kath-Find out cost of recommend 2-hour training provided by Lois Parr about virtual intercultural dialogue/our cultural competency as a group. ***Update: Still waiting to hear back from Lois Parr about cost specifications. [in progress]**
 - a. Group- Decide if this can be our kick off community event **[on hold]**
 - b. Group-Decide if we should set up a MSAN **[on hold]**
 - c. Rachel-Send email to friend to see how we can access grants/money etc. **[on hold]**
 - d. Alissa-Contact Kim Phillips Knope to see how we can get someone to facilitate the training with Lois. **[No update provided]**
5. Monica-Contact Waleen about books submitted with the "Kids Like Me" grant to determine what the library already has. ***Update: Email sent on 10/31 there have been some duplications of efforts and books, see attachment for specifics. [completed]**
6. Dana-Beat the Bell solutions, discuss Dean contract re: earlier bus pick up. ***Update: Bus schedules are inflexible and will not be changed. Additional conversation entailed having two VERY committed parent volunteers, Tali Hylen and Melissa Fore, who are present each morning in our breakfast room. It was suggested to get more of our school community engaged with BEAT THE BELL. Another suggestion would be to hold taste testings of breakfast foods and/or really advertise or pump up breakfast. In a former district we held a morning - "bring your parents to breakfast". We hosted school breakfast and invited all kids and parents to come and**





MARBLE EQUITY TEAM

sample some of our most commonly served foods. This was an effort to promote more students purchasing breakfast at school. [completed]

- a. Group-Different possibilities about what we could do for this. See suggestions above. [completed]
 - b. Melissa & Tali-Ask the kids how they feel [in progress]
7. Maria-Look into the National program to bring minority men into schools to read to children. *Update: We have identified several groups of minority men who are interested in coming into the school. [complete] Next steps are to layout the foundation of how this program will be setup and implemented in our school. [in progress]
8. Group-Put together a list of equitable terminology and phrases to use. *Update: Monica & Lucia have begun preparing a document that will be considered a “Living Document” being added to and changed as necessary. This document will be located in an easily accessible location for all to view. [complete]

Discussion

1. Equitable celebrations (EC): what does it look like? Josh: teacher poll, community poll
 - a. Make sure to get everyone’s opinion who would like to give one
 - b. EC might have been mentioned as an example of times when students might be left out.
 - c. Give options that do not include bringing in treats. Discussed buying books possibly through scholastic
 - i. Discussed list of people who can bring in treats
 - ii. Discussed freezing cookies
 - d. Group decided to table EC until (someone else would like to bring it up again).
 - i. Ask teachers how often there is no celebration treat
 1. Alissa Cohen will create a survey monkey.
 - a. To be released after winter break
2. Examine policies ... etc -- update: 4-5 people took restorative justice training. A trainer will provide for every building. All staff will have at least 3 hours of training by the end of the year.
 - a. Hiring practices: higher level work. Higher level than EL. MI State TE 301 -juniors come to work with students
 - i. Hiring process: posted in 2 locations: ISD and ELPS(?)
 - b. 14 years EL does not recruit on different campuses
 - i. Discussed staff turn around





MARBLE EQUITY TEAM

- c. Discussed how to find diverse group of staff to hire
 - i. Reaching out to other students
 - ii. Reaching out to other schools
 - iii. Reaching out other hiring places like linkedin, spring
 - iv. Discussed policies for diversity
- d. Discussed inviting Mr. Watson at MMS on Jan 12th meeting
- e. Write a letter to board – Dec meeting due

Discussed moving equity

- 3. Create more inclusion to all caregivers
 - a. Discussed monthly eblast info (the Equity Team Spotlight flyer)
 - b. Discussed being an ambassador like at ice cream social (is ice cream social welcoming?)
 - i. 5th grade ambassador families (?)
 - ii. Another example not leaving early
 - iii. New family table
 - iv. Suggested meeting in certain spots
 - v. Ambassador family members
 - vi. May 21st for Kindergarten round-up & info night
- 4. Selection of officers (tabled for December)
- 5. Discussed eating breakfast and timing for children. Sometimes kids wait until a few minutes before school is ready to begin.
- 6. Discussed cultural differences around lunch staff and perception
- 7. Next meeting is December 12th 8:08 done (...8:20)

