



Equity Team Meeting 12/12/2018

Meeting called to order at 7:04 p.m.

In Attendance:

Alissa Cohen	Kath Edsall	Monica Fink	Melissa Fore	Tali Farris-Hylen	Rachel Miars Layne
Victoria Hoelzer-Maddox	Dana Watson				

Welcome & Introductions: (sign in)

Action Item Updates:

1. Prepare list of different places Marble can advertise new job postings- Shanelle Walker Hicks **[completed]**
 - a. Put an in-depth list together – Monica Fink **[completed]**
 - b. Add suggestions to the board- Rachel Miars Layne **[completed]**
2. Draft letter to the East Lansing Board of Education to impress the importance of finding and hiring diverse staff – Rachel Miars Layne **[completed]**
 - a. Put this in a google doc and share with the group – Rachel Miars Layne **[completed]**
 - b. Input a link into the doc with stats on diversity – Dana Watson **[completed]**
 - i. Dori Leyko said at a recent meeting that she is interested in creating policy that creates equity across the board in the district.
 - c. Submit to board by January 28. Prior to, send email to board from the Equity email and super with this letter and then read it at the board members meeting – Tali Farris-Hylen **[in progress]**
3. Send a poll to see if the meeting date/time should change – Melissa Fore **[completed]**
 - a. Meetings to take place the 2nd Wednesday of the month from 7-8 moving forward.

Discussion:

1. Selection of Officers (self-nomination or selection and acceptance)
 - a. President – Monica Fink
 - b. Vice-President – Melissa Fore
 - c. Treasurer – Rachel Miars Layne
 - d. Secretary – Tali Farris-Hylen
 - i. Alt- Secretary – Dana Watson
2. Prepare mission/vision statement to streamline our focus as a group.
 - a. Marble Elementary School is committed to ensuring an equitable and respectful educational experience for every student, family, and staff member regardless of race, gender, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin or age.
3. Things we've accomplished so far
 - a. No early dismissal (encouraging parents to stay outside instead of removing their children on party days/last day of school)





MARBLE EQUITY TEAM

- i. Email Mr. Robertson to remind him of this in anticipation of Christmas parties – Tali Farris-Hylen
 - b. Elimination of crazy hair days from Spirit Weeks
 - c. Work toward more inclusive books in our library
 - d. With Parent Council dollars, the purchasing of t-shirts for every student
 - e. Per Jen Sykes suggestion, bringing Alphabet Rockers to an all-school assembly
 - f. Book Club created by Monica Fink to encourage discussion beyond team meetings
 - i. Next book is School to Prison Pipeline and the movie is The Green Book
 - ii. Reach out to public library staff about making a reading group for adults based on our group similar to the social justice reading group for kids – Tali Farris-Hylen
 - iii. Look up Monica's original book list to reference when pitching this to the library – Tali Farris-Hylen
 - g. Build Equity Team website – Monica Fink
 - h. Outreach to facilitators to organize community sessions – Kath Edsall
 - i. Lois Parr able to do a 2-hour workshop, bring in two facilitators
 - ii. Approximately \$1000, \$500 for reach facilitator
 - iii. Ideas "talking about racism and classism on four levels", why race and class are so intertwined (micro-aggressions, implicit bias), how does the school disrupt systems of oppression
 1. Email other parent council reps, board members, and principals with a date in February/March and then send out – Tali Farris-Hylen
 2. Wednesday, February 13 6:30 pm – 8:30 pm can this date work?
4. Continued outreach to Deerpath
5. Find out about who maintains the website and see if we can get our own tab via the Marble website – Tali Farris-Hylen
 - a. Submit info to administrator moving forward – Monica Fink

Moving Forward:

1. Prepare a draft strategic plan
 - a. Background
 - b. Committee and participants
 - c. Equity statement
 - d. Areas of focus
 - e. Strategic goals and strategies
 - i. Policies, practices, procedures





MARBLE EQUITY TEAM

