



**EMID BOARD REGULAR MEETING MINUTES**  
**April 21, 2021**  
**VIRTUAL MEETING**  
**5:30 P.M.**

**CALL TO ORDER**

Meeting called to order by Michael Boguszewski, Board Chair, at 5:33 p.m.

**ROLL CALL**

**ATTENDANCE:**

SSD 006: South St. Paul  
ISD 199: Inver Grove Heights  
ISD 623: Roseville  
ISD 624: White Bear Lake  
ISD 831: Forest Lake

**BOARD REPRESENTATIVE**

Linda Diaz  
Mary Frances Clardy  
Michael Boguszewski - Chair  
Jessica Ellison - Clerk  
Rob Rapheal - Treasurer

**STAFF:**

Sebastian Witherspoon, Executive Director; Janine Stammler, Operations Manager; Paula O'Loughlin, Director of Partnerships and Professional Learning; Kathy Miller, Business Manager; Regina Seabrook, Director of Research, Curriculum and Professional Development

**GUESTS:**

**APPROVAL OF THE AGENDA**

Rob Rapheal (ISD 831) moved to approve the agenda. Mary Frances Clardy (ISD 199) seconded the motion. After a roll call vote, the motion to approve the agenda carried with all members present voting in the affirmative.

**OPEN FORUM**

Michael Boguszewski will not be able to attend the May 19, 2021 meeting. Rob Rapheal (ISD 831) will Chair the meeting.

**CONSENT AGENDA**

Rob Rapheal (ISD 831) moved to approve the Consent Agenda. Linda Diaz (SSD 006) seconded the motion. After a roll call vote, the motion to approve the Consent Agenda carried with all members present voting in the affirmative.

**FOCUS AREA #1 – PROVIDE PROGRAMS AND SERVICES THAT EDUCATE AND SUPPORT STAFF, STUDENTS, AND FAMILIES AND DIMINISH BARRIERS TO EDUCATIONAL EQUITY:**

**I. Programs & Services Update**

Sebastian provided an update on the programs and services that EA-MN staff are working on. We are in the process of creating promotional videos for the organization. We do have competitors in this work, so we need to market our organization and the work we do. We will do a series of five videos; an overview of the organization, equity audits, equity action plans, student programming, and professional development. We will be interviewing an AmeriCorps VISTA applicant tomorrow. We are exceptionally busy right now so this person will be a valuable addition to our team. We are in the process of conducting five equity audits right now, with more inquiries coming in regularly. We have conducted focus groups in Centennial Public Schools, we facilitated some professional learning with Northfield Public Schools, we are working on an Equity Action Plan process with White Bear Lake, and we are working on securing contracts with several other districts and organizations. We are busy, our name is getting out there and we are growing day by day. Sebastian was pulled in by Dr. Katie Pekel and MASA to lead a group of folks in growing the capacity of those leading equity work.

Sebastian introduced Paula O'Loughlin to the Board. Paula has re-joined the organization and will be serving in the capacity of Director of Partnerships & Professional Learning. Paula shared that we are in the process of creating a Learn2Lead professional development series specifically for School Boards.

Sebastian also noted that we have been working on grant applications. We have been awarded funds from three of the grants we have applied for so far, we are waiting to hear back on three, and we are in the process of applying for more.

**FOCUS AREA #2 – LEAD REGIONAL DIALOGUE, ADVOCACY, AND ACTION FOR EQUITABLE EDUCATION SYSTEMS AND OUTCOMES:**

**FOCUS AREA #3 – STRENGTHEN EQUITY ALLIANCE MN'S BUSINESS MODEL TO PROMOTE OUR OWN FISCAL AUTONOMY, SUSTAINABILITY, AND GROWTH:**

**I. Member District Discussion**

Sebastian referenced the Joint Powers Agreement and noted that the Board and the Equity Alliance MN staff should review the document to better understand the processes and policies that are in place for current member districts and potential new member districts.

**II. Strategic Plan Process**

Sebastian shared that the current strategic plan that we are operating from ends June 30, 2021. The language that was set in the current strategic plan no longer accurately describes who we are and the work we do. Sebastian requested suggestions from the Board on how to proceed with the process and asked to what level the Board wants to be involved. We don't want to close the doors on opportunities. We need to carry the history with us, but reimagine what Equity Alliance MN will embark on moving forward. Keep it plain spoken so others clearly understand what we are about. Focus on the mission and the vision and make it more reflective of the work we are currently doing and want to be doing in the next few years. Be inclusive of students, potential clients, member districts, staff, family, and communities. Reach out to member district Superintendents for guidance on the process. The team will begin working on the process and will be planning a retreat sometime in June for the work. We will provide an update to the Board in August.

## **COMMITTEE REPORTS**

## **BOARD FORUM**

## **ADJOURNMENT**

Mike Boguszewski adjourned the meeting at 6:55 p.m.

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EMID Board Clerk

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Date -