

# New Hanover County Board of Education

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## NHCS Board Equity, Diversity, & Inclusion Meeting Agenda & Minutes

5:00 PM, June 15, 2020 | Location: Zoom

### Agenda

Welcome: Dr. LaChawn Smith - Deputy Superintendent

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- ❑ **Update From Workgroup:** Survey Update From Tyler Shutmate (Book study Options)
    - (2) Books shared for our Summer/Fall Book Study
      - How to be Anti-Racist
      - Why is it so hard for White People to Talk about Race
  
  - ❑ **Book Study Sessions share out with Dr. Eakins**
    - Caress Clegg - Shared the details on how Dr. Eakins discussed serving the whole child, how we make sure the mentality and mental health should be our main priority when addressing our students and parents.
    - Tyler Shumate - Shared part B Training details. Discussion with the issue of inequity within additional learning also discussed the issue with equity within the school system. Applied all the discussion with the current situation we are in now.
  
  - ❑ **Equity workgroup New Members:** Dr. Smith will reach out to those individuals to see if they would like to be a part of our discussions.
  
  - ❑ **Student Equity Group Training Feedback:** Students engaged in relevant

discussion to help them develop their voice around the work of equity. We are reaching out for student equity teams and the adult groups coming together.

#### With This Work We Would Like:

- ❖ Student Equity Teams in all High Schools
- ❖ Student Equity Teams possibly at Middle Schools
- ❖ Equity Teams at schools
- ❖ All groups possibly come together

#### ☐ [Matti Speaks: Cape Fear Collective \(PODCAST\)](#)

- Navigating discussion around living in this world.

#### ☐ [HR Update: Dr Martin \(Hiring Guidelines \)](#)

- How are we doing: This school year we have hired about 50 new certified staff 82 percent are caucasian 18 percent is non caucasioon. This is a move in the right direction but not where we need to be.
- What's the Plan
  - 1) Participation in employee days
  - 2) Career Fairs
  - 3) On-Campus/Virtual interviews
  - 4) Social Media
  - 5) Handshake (connecting our vacancy list)
  - 6) Vocational Rehab Partnership
    - Stepup Wilmington
    - NCworks
    - NC Division of Health and Human Services ( supporting those individuals that have physical and cognitive challenges) We want to make our employees look diverse.

#### ☐ [Target - Rich Environment](#)

##### ☐ [Get "Em while they're Hot](#)

- New and Improved Early Contract. A job offered to candidates when we don't have a job vacancy but will have you on the list for a job offer. Early Contract offers guarantee a job offer. (Former students that were in the county graduated and looking for a job)
- Hire NHCS Special Education students upon Graduation from Vocational Rehabilitation Internship (We have hired 2 this year)
- EDI Participation Survey will go out to all employees to share

the details (likes and dislikes within the county, who is willing to help us and how they can help us bring more diversity within the county). This survey will go out July 1st.

#### ☐ Use Our Human Capital

- Training for NHCS Staff
- Windmills for Principals
- Dual Immersion

#### ☐ Grow from Within

- TA to Teacher Pathways
- University Partnerships for student teaching
- Assistance with Residency Programs
- Board of Education Future Teacher Scholarships (2 Students of color were identified as recipients). These student will come back in 4 years to be teachers in our district
- NC Teaching Fellows

#### ☐ Making NHCS a better place to work

- The survey will help us learn from other employees (We need feedback)
- Learn from our staff
- (We need you)

#### ☐ Next Steps

- Raise Awareness
- HR Outreach
- Inclusive Hiring Training (VR)
- Training for HR Staff
- Connect with current staff throughout the survey
- EDI survey
- Focus Groups
- TA to Teacher Pathway Workshops
- Seek input on suggestions for improvement, and initiate implementation
- Please share all thoughts and questions with Dr. Bryan Martin

#### ☐ Dr Eakins (Framework for having these difficult conversations)

- July 29 training for Principals

#### ☐ I Stand on Freedom Hill: Freedom Hill Coalition Share out (Town Hall Discussion)

- Mrs Adams: Biggest Take Away (The Worthy Discussion) CREED - Center for

Racial Equity Education. Very intense conversation.

- Kaycee: Shared her discussion on the LGBTQ community health care rights stripped away nationally. Encourage others to share and participate in Coalition Building.
- Dr. Smith - Engagement Cycle Discussion: Get beyond talking about the problem and move to the action, getting tactical, convening to the problem, how to center the communities of color to establish those pass forwards. Encourage others to get involved with the work of CREED.

☐ **Next Steps:**

- Brief details from the Workflow Committee/Breakouts and reserved time to share out.

☐ **Win's**

- Board of Education Future Teacher Scholarships (2 Students of color were identified as recipients). These student will come back in 4 years to be teachers in our district
- **Lisa Estep Board Chairman:** (George Floyd Statement) Putting together a stronger district wide statement that will be placed on our website. Would like input from the EDI committee and share what we have drafted. This would be a district wide statement. Stefanie Adams will lead this discussion.

**Attendees:** Tyler Shumate, Caress Clegg, Kaycee Smith, Lina Espinosa, Andi Webb, Dr. Bryan Martin, Karen Beatty, Keyona Williams, Lisa Estep, Stefanie Adams, Rachel Greer, Julie Varnam, Shawn Lamb, Nelson Beaulieu