

**Attendance:** Nels H., Nicki S., Sade R, Laura S., Fara H., Amanda M., Susan H.  
Kathy Price,

**Board members absent:** Scott K, Chris B, Dave R joined at 6:37 pm

Nels calls board meeting to order at 6:05pm

Amanda asked the DE&I consultant if she could attend and help facilitate our meeting tonight. She was unable to attend but Amanda talked to her as well as other Board members and will step us through the process.

Sarah and Susan and Amanda created a dE&I timeline. Started with a grant. Through the dissemination grant ODE put on three 2-day equity trainings. Started building into staff meetings – Hector came in 3 times. The next year looked for consultants, talked to other schools and advisors and its expensive. Last summer decided to pull the Diversity committee together with mix of staff, teachers, parents, board member, got it into the budget for this year. Aviva came in and facilitated the meetings.

We have 3 teachers (1/3 of teaching staff) signed up for a weeklong intensive through Lewis and Clark for white teachers on creating anti-racist curriculum that doesn't victimize POC.

Sarah thinks there are more opportunities for funding with the BLM interest.

Professional development around indigineous experience, this will be year 2 – hoping to bring the rest of the staff in on that work. Braiding Sweetgrass, Cottonwood book club read

The Diversity committee has had two meetings so far (virtually) with Aviva. And that committee will hope to work closely with the board to inform the board for decision making. Working an equity lens. Encouraging the Board to think about how we want to do things as our organization

1<sup>st</sup> question – what is the purpose of the message? Why are we doing it?

Looked at this pyramid that Sarah showed on racism: we identified these areas we saw we need to work on at the school.

Discussion points:

part of communication is to keep us accountable and invite audience to join in. Make commitments and report on the process and results.

action important- beyond hanging posters and outreach

important concept to think about "Colorblindness," in CSCS community, ignoring or being oblivious to the different experience of POC.

address prioritizing white voices as experts, representation in community, invitations

Work on expecting Black people to teach white people

White parents opting out of urban public school

Should make money available to take action with professionals to assist with active improvements and growth, inclusivity

Board needs to pick up some of the burden of improvement

Hector's point- this work happens on personal, professional, systemic, other levels  
Include examining whiteness

Board needs to be committed to doing the work of growth and antiracist actions

Board member feels that more groundwork should have been done already

A conversation about the Boards own perspective is key before we commit to action

Upcoming statement should be based on our feelings and truth coming from a place of wanting to learn, wanting to grow, wanting to be an active ally. Need to communicate honestly

**Laura-** Reads first draft of statement based on this meeting's discussion

Board gives initial feedback about draft statement

More points discussed:

Board should build foundation for future members to join and strengthen

Plan for statement- get feedback from board as individuals and make statement public  
-physical mail?

Facilitated conversation should happen soon

Dave moves to release up to \$8,000 from financial reserves to the School's Equity fund

Nels seconds

Motion passes unanimously

Nels moves to authorize spending up to \$10,000 for consultancy for DEI with respect to Board work.

Laura seconds

Motion passes unanimously

Discussion of community Town Hall - plan to have open discussion

Amanda- upcoming year plan - we need to prepare to do the first Trimester of 2020-2021 with distance learning. CSCS is planning to offer limited free day care, some scholarship potential to support families who require childcare.

HVAC upgrades are planned, add hand washing stations in school and on play yard.

Discussion of possible necessary closure of regular in person classes, and going to full time distance learning

Dave moves that the board affirm their support in our Executive Director with respect to the current pandemic. We trust her leadership to keep the school community safe, whether that means that CSCS is full-time distance learning or an alternative class structure.

Nels seconds

Motion passes unanimously

Meeting adjourned