

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
DIVERSITY COMMITTEE MEETING
September 1, 2016
Minutes**

Members Present

Rebecca Dahl	Esther Mizell
Susan Edwards	Major Diljit Pannu
Gaspar Garcia	Beverly Perkins
Henry Graham	Ernestine Price
Andrea Gundersen	Rev. Dr. Ben Sorensen
Reverend Luc Harrigan	Bryan Wilson
Naima Khan-Ghany	

Members Absent

Harve Brosten
Doug Harrison
Lillie Harris
Charlie King

Student Support Initiatives Staff: Michaelle Pope; Terri Jones; Latricia Lauture

Diversity, Prevention & Intervention Staff: Carolyn Salters; Marion Williams

CALL TO ORDER

The meeting was called to order at 6:40 p.m. A quorum was present.

ADOPTON OF THE AGENDA

The agenda was adopted as presented.

APPROVAL OF MINUTES

August 4, 2016 Minutes were approved as distributed.

NOMINATING COMMITTEE

Ms. Pope reviewed the process and procedures for election of chair and vice-chair of the Committee. **Mr. Garcia**, **Ms. Mizell** and **Ms. Kahn-Ghany** are the members of the Nominating Committee. **Ms. Kahn-Ghany** and **Ms. Mizell** reviewed the purpose and functions of the Diversity Committee. **Ms. Dahl** said, "There are a lot of tasks and functions of the Committee which are the responsibility of all members." She encouraged members to engage in full participation and sign up for subcommittees.

Ms. Kahn-Ghany presented **Bryan Wilson** as nominee for chair. The floor was open for further nominations. None proposed. **Ms. Pope** said, "Declared, by acclamation, **Bryan Wilson** is Chair of the Diversity Committee." As requested by **Ms. Kahn-Ghany**, **Mr. Wilson** shared his thoughts and expectations as the leader of the Diversity Committee including, but not limited to, diversity and cultural outreach; promotion of respect and diversity on the Committee; equitable distribution of resources; flow and continuity of the general meetings; filling membership on the Committee; and having meetings at various locations in the County.

Mr. Wilson requested the report of the Nominating Committee on vice-chair nominees. **Ms. Kahn-Ghany** said, "The Nominating Committee has one recommendation, **Rebecca Dahl**." **Mr. Wilson** opened the floor for further nominations. None proposed. **Mr. Wilson** declared **Ms. Dahl** Vice-Chair of the Diversity Committee by acclamation.

As re-elected Vice-Chair of the Diversity Committee, **Ms. Dahl** shared that her main objective will be to back-up the work and vision of the Chair and moving the revised format and the completion of the Site Visit Report. She thanked the members who have been on a site visit and shared the importance of the visits. **Ms. Dahl** relayed that the work of the Committee is for all members to complete. She asked that members please be willing to participate on subcommittees and attend site visits.

Mr. Wilson thanked the Nominating Committee for their work. He also thanked **Ms. Dahl** for her leadership as former chair and being supportive and working closely with him as vice-chair last school year and especially for her extensive work on the Site Visit Subcommittee.

RACE AND SOCIAL JUSTICE INITIATIVE

Ms. Pope shared information regarding District initiatives, programs and action steps regarding race relations and social justice, which included but is not limited to: the annual state of the union address at the Superintendent's Colloquium; Social Justice Committee; #YoungVoicesMatter campaign; age-appropriate discussions with students guiding them through civil discourse; short and long term plans with social work services; lesson plans and activities on social justice; training and support for school leaders and teachers; group and individual counseling for students and families; bringing in anchor partners most importantly law enforcement; planned student/police conversations; engaging faith-based communities and other partners; debate initiative K-12 with social justice themes; series of town hall meetings; engagement with Human Relations Committee, social justice themes in plays, argumentative writing, spoken word; Choose Peace/Stop Violence and peer counseling.

Mr. Albano shared information regarding the development of SharePoint sites in the District, which will evolve into a site for teachers, staff, parents and the community to access vital information to support our students. Information that will be available or linked to the site is material, videos, tools and data on Courageous Conversations training; Implicit Bias training; non-violent approaches; degrees toward social justice; Latino perspective; shattering the race lens and breaking barriers. **Mr. Albano** shared that the District will work with many partners including Teaching Tolerance; Anti-defamation League; Nova University; Florida Atlantic University and the Children's Services Council.

Ms. Pope said, "She sits on the Leadership Coalition of the Children's Services Council (CSC). Their leadership came to the Courageous Conversations about Race training. In turn the CSC added such training to their strategic plan and will train all the 130-plus program participants that they fund." Our work will affect students and families, not only in school, but in their communities. Discussion followed regarding Implicit Bias, raising awareness about personal biases and changing behaviors. **Mr. Graham** discussed law enforcement working with the community and students to build trust. **Ms. Pope** said, "Work has been ongoing regarding partnering with law enforcement to work with communities and students. Shifting attitudes regarding diversity and bias is more challenging but it is being addressed with various training programs." **Mr. Albano** shared that social justice topics will be utilized in debate classes and in English classes for our students. There was discussion on schools that are majority White or majority Black and lack diversity. Information was shared regarding the strategies provided by the National Government. **Mr. Wilson** applauded the District in its ongoing work and training regarding bias and social justice.

SUBCOMMITTEE UPDATE

Mr. Wilson shared information regarding the subcommittee structure and said there will be time on the next agenda for subcommittee selection. **Ms. Dahl** shared information about the District Educational Facilities Plan (DEFP) and an upcoming special Board meeting regarding the DEFP on September 7, 2016.

GOOD OF THE ORDER

In regarding to social justice, **Mr. Garcia** spoke about the aspect of incorporating values to create a fiber that binds us together. **Ms. Pope** agreed, took note of his suggestion and invited **Mr. Garcia** to join the Social Justice Committee to serve on behalf of the Committee.

Mr. Albano said, “The presentation earlier shared just a part of what the District is doing. In addition, there are social emotional learning initiatives and a recharging of character education in schools.”

As a follow-up **Ms. Pope** relayed information of preliminary school test grades of “I” or no grade which indicates the school did not test a large enough percentage of students. Typically the Superintendent follows-up, within thirty days, with correct student count numbers to rectify the grades. **Ms. Pope** said, “The Department has been in touch with Michael Roland, from the Athletics Department, regarding student representation on the Committee. She noted that a student from McFatter High School is interested in serving on the Committee.” **Ms. Pope** talked about barriers of holding meetings at alternative locations. **Ms. Pope** said, “The Committee could hold community forum/intake meetings. Forums could be held in various community locations and would be an informal platform receiving input from the community and collecting information for the ongoing work of the Committee.”

Mr. Albano invited all members to the Board Meeting on September 20, 2016, for a special presentation for Hispanic Heritage Month, at approximately 10:30 a.m.

Meeting adjourned at 8:25 p.m.

**The next meeting is scheduled for October 6, 2016, at 6:30 p.m.,
in the Board Room, Kathleen C. Wright Administration Building.**

These minutes are summarized and were recorded at the September 1, 2016, Diversity Committee meeting. For more information a Public Records Request may be submitted by contacting Public Relations & Government Affairs Department, SBBC, at 754-321-2300.