

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
DIVERSITY COMMITTEE MEETING
December 4, 2014**

SUMMARY

Members Present

Andy Ansola	Lillie Harris
Harve Brosten	Douglas Harrison
Rebecca Dahl	Charlie King
Susan Edwards	Esther Mizell
Gaspar Garcia	Beverly Perkins
Julian Gazzano	Ernestine Price
Reverend Luc Harrigan	

Members Absent

Francesca Blanchard	Frederick Perry
Jamie Cutler	Mary Williams
Thomas Lauder	Bryan Wilson
Aaliyah McCrary	

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

Diversity, Prevention & Intervention Staff: Amalio Nieves; Marion Williams

Parliamentarian: Barbara Proctor

CALL TO ORDER

The meeting was called to order at 6:37 p.m. by **Ms. Pope**. The Chair and Vice-Chair were absent, a quorum was present. **Ms. Pope** asked for a pro tem Chair. **Ms. Dahl** volunteered to serve as temporary Chair of the Diversity Committee to conduct the meeting.

Ms. Dahl asked new member **Lillie Harris** to introduce herself. **Ms. Harris** said she is a Lieutenant for the City of Miami Police Department, has served 25 years; lives in Wilton Manors; and has a Master's and Bachelor's Degree in Public Administration from Barry University. She was recently a candidate for commissioner for Wilton Manors. **Ms. Dahl** said **Ms. Harris** was a big help at the recent site visit.

ADOPTON OF THE AGENDA

Mr. Gazzano said he would like to see District staff on future agendas to speak to the disciplines as it relates to the Diversity Committee. The Agenda was adopted as presented.

APPROVAL OF THE SUMMARY MINUTES

The November 6, 2014 minutes were approved, as amended.

CHAIR'S REPORT

No Chair report given.

VICE-CHAIR'S REPORT

No Vice-Chair report given.

EXECUTIVE DIRECTOR'S REPORT

Ms. Pope welcomed new member **Lillie Harris**. She said there was a recent visit from Office of Civil Rights. They are conducting a review of the District as it relates to student access of high level courses and the inclusion of minority students in high level courses. A team will visit middle and high schools in January. **Ms. Pope** said **Mr. Moquin** would like to bundle all the revised bylaws from District advisory committees to bring forward as a Board item. It is requested that Committees use the template provided and submit revised bylaws as soon as possible.

Ms. Dahl asked if the Office of Civil Rights will meet with parents; advanced academics is one of the conditions. **Ms. Pope** said they did not indicate that they will meet with parents. It is her understanding they are looking for District accountability in terms of processes. **Mr. Ansola** asked what schools will be visited and who will be with them. **Ms. Pope** said staff will be notified of the schools but does not know how far in advance. Staff will facilitate the school visits. She will provide follow-up on whether the Office of Civil Rights will be speaking with parents and if the Diversity Committee can attend. **Mr. Garcia** asked the purpose of the visit and would there be penalties. **Ms. Pope** said the purpose is to ensure compliance with guidelines and access to high level classes. If recommendations follow the visit, there is monitoring, not penalties. **Ms. Edwards** requested that the Committee get a copy of the final report. **Ms. Price** asked what staff was interviewed; was it the attorneys? **Ms. Pope** said they provided a list of who they wanted to speak with; attorneys were not on the list. They interviewed cadre directors, senior leaders, department directors and coordinators.

PARLIAMENTARIAN'S REPORT

Ms. Proctor said, concerning governing documents, it is always a good exercise to decide the following: the purpose, the goals, what can be fixed and what the Committee can do to fix it. In addition, the previous minutes refer to a simple version of Robert's Rules. She suggested using Bob's Rules: one person speaks at a time and members speak on one topic at a time. If you follow those two rules, the Committee will stay on topic and will be able to accomplish its goals.

BOND OVERSIGHT COMMITTEE

Ms. Dahl discussed the Bond Oversight Committee structure from the previous School Board Workshop. She brought up the topic of the CCC lawsuit and having a Diversity Committee member on the Bond Oversight Committee. She stated that the School Board members do not want anyone on the Bond Committee that is already associated with a Board member, including appointees on any District advisory committees. **Mr. Ansola** said what if a Diversity Committee member were to step-down; could they serve on the Bond Committee. **Ms. Dahl** said she would relay that to the Chair; another workshop will be forthcoming soon. She said **Mr. Runcie** agreed that anything that goes to the Bond Oversight Committee will also go to the Diversity Committee; all the meetings will be public. **Ms. Mizell** said we need to make sure that before the Bond Oversight Committee makes a decision, the Diversity Committee needs to be a part of the decision; they don't make a decision without us. **Ms. Dahl** said are you suggesting that when the information comes the Diversity Committee have time to review and give feedback to the Oversight Committee. **Ms. Mizell** said yes. **Mr. Gazzano** asked if the Board developed criteria for members serving on the Bond Oversight Committee, so that the members know about facilities and buildings. **Ms. Dahl** said she does not think the Board got that far; they do want people knowledgeable with auditing and construction and possibly retired people with time to serve. She said she liked what **Ms. Price** said at the Board Workshop, that the Committee needs people with passion, dedication, a vested interest and a heart for children. **Ms. Price** said people often want to serve because they are running for office or they want their name on a committee. It is important that the members are dedicated, concerned and passionate about our students and their needs. She said I am not interested in looking at numbers; there is history of needs at many schools. **Ms. Harris** inquired if the Board included a member as it relates to school safety. **Ms. Dahl** said she sent an email to **Maurice Woods** regarding the cameras at Dandy Middle School. **Ms. Edwards** said, as it relates to retired members, she believes that young sharp minds are needed on the Oversight Committee. Young people with their children in school; older folks, sometimes their minds don't work right; they are not as in touch with what the kids need.

DIVERSITY COMMITTEE BYLAWS

Ms. Dahl said Policy 1.7 supersedes other policies as it relates to how District advisory committees are run. It is requested that all advisory committees use the template provided to revise the current bylaws; it

is a guide and additional items may be added. **Ms. Mizell** said the School Board did not put this Committee together; we are watch-dogs over the School Board. She said **Mr. Moquin** and the Board attorneys need to appear before the Committee to discuss this. **Ms. Mizell** said we are not governed by them, Diversity was not appointed by the School Board. **Ms. Dahl** said if you look at the template and the current Diversity Committee Bylaws they almost mirror each other. **Mr. Ansola** inquired, is there a deadline to have all the bylaws done at the same time. **Ms. Pope** said, with the reorganization of the District and the workshop on Policy 1.7 the Board requested that all District Advisory committees use the provided template for their bylaws and bring it forward to the Board together, as soon as possible. She pointed out that they received Committee Bylaws adopted in 2006, draft bylaws worked on by the Committee last year and the bylaws review notes from the General Counsel's Office. **Ms. Mizell** said, I told **Mr. Moquin** this template doesn't exist for Diversity; our standards and requirements are different. When I started site visits the Diversity director was there, you started drifting off; eventually you were no longer there. You are only getting part of what is going on. Would you please go and do a site visit; and see the changes that were made. You are getting second hand information, you need to be there and you need to be involved again. I am concerned that Diversity is going out the door.

Ms. Pope said you touched on a couple of issues: whether the template is appropriate for use by the Diversity Committee because of the CCC Settlement Agreement; whether the District can impose a template. She said the CCC Settlement Agreement does not speak to process the District would use to operate meetings; there is a place in the template to address what is outlined in the Agreement. **Ms. Pope** said site visits do not pertain to the bylaws but I will address what you said. She said facilitation of the Diversity Committee is under the role of her Division. She has been to site visits; receives reports, makes decisions, reaches out to the Chair and Vice-Chair and believes her staff is operating adequately in facilitating the work of the Committee. If not, she is opening to hearing ideas. It is not outlined in the Agreement that she, herself, should be present at site visits; if there is a particular site visit the Committee would like her to attend she will try to do so. **Ms. Pope** said, not attending site visits, in no way, means she does not value the work of the Committee nor does it take away from or push diversity out the door, as mentioned. **Ms. Pope** said five staff members are assigned to support the Committee and they put a lot of time and effort supporting this Committee. **Ms. Mizell** said I am concerned, in the past your presence made a difference. I have not been on a site visit this year because I don't agree with the way the Board changed the visits. **Ms. Price** said, regarding the template; my concern is my bylaws being the same as DAC or whoever. We are monitoring to see if the District is doing what they are supposed to be doing and pointing it out. It seems the draft bylaws were put together for certain people and purposes. **Ms. Price** said she does not have a problem with the current site visit process; it cuts down on time at the school. **Ms. Pope** said, you said you don't want your bylaws to be like other committees. The template is basically a shell with guidelines for you to enter language regarding the purpose, organization and process of the Committee. The CCC Settlement Agreement should drive the function and the purpose. The Committee can choose to discard the draft bylaws that were created last year. **Ms. Dahl** said again, if you look at the template and the current Diversity Committee Bylaws they are almost exactly the same. **Ms. Perkins** said, if someone were looking at this Committee for the first time, it would appear that this Committee was just formed. I am hearing discussion at various meetings regarding the purpose, goals, bylaws, etc. It sounds like the Committee is not defined and part of the membership wants to go in a different direction. I think we need to start with the purpose. Is it still the same as in Policy 1.5? **Ms. Dahl** said she has not missed a single site visit since she joined the Committee; the visits are very important. **Mr. Garcia** called "point of order" and made the following motion. **Motion: "I move that further discussion on the bylaws be tabled until a bylaws [sub] committee is formed and aligns 1.7 with the bylaws, and reports to Committee for adoption.**

Discussion followed on the motion. **Mr. Ansola** said we have spent a half-hour doing nothing, the gentleman said he wanted to table the item. We keep going over the same things and nothing is getting

done. He said, this is why I no longer go to the site visits; we go to a school, see things that need attention and nothing is being done. I am fed-up; we keep doing the same thing, expecting different results.

Motion: “I move that further discussion on the bylaws be tabled until a bylaws [sub] committee is formed and aligns 1.7 with the bylaws, and reports to Committee for adoption.

Motion passed 11-0.

Ms. Dahl asked members to volunteer to serve on the Bylaws Subcommittee. The following members volunteered to serve: **Mr. Garcia, Ms. Price, Ms. Mizell, Ms. Perkins, and Ms. Edwards.** Members of the Subcommittee were asked to gather after the general meeting and discuss meeting dates and times for advertising purposes.

Ms. Dahl said general meetings are held the first Thursday of each month. The first Thursday in January is the 1st; members were asked whether they would like to meet January 8th or 15th. By consensus the Committee agreed to hold the general meeting on January 8, 2015.

SUBCOMMITTEES

Site Visitation: Ms. Dahl said, **Mr. Ansola** I am sorry you don’t think the site visits do anything. She said the site visits are vital to the work we do, more members are needed at the site visits. **Mr. Garcia** said he felt un-informed at the last site visit. He said he was not certain what he was supposed to be looking for and how to evaluate and compare. The process and organization was good. **Marion Williams** briefly discussed the procedure for site visits. She said, review and revision of the Indicators was discussed at the Chair, Vice-Chair meeting. **Ms. Pope** said an orientation for the site visits will be provided for all members who would like to meet. It was discussed that before the Committee invites **Mr. Moquin** to a general meeting they allow the Bylaws Subcommittee to formulate a draft set of Diversity Committee Bylaws. **Ms. Mizell** said, we have new members on the Board, can we invite the **Fertigs** to educate the Board regarding the purpose of the Committee and the service we are here to render. She said I also need the **Fertigs** to go before the School Board to do workshop training.

Ms. Pope said staff will work on scheduling the **Fertigs** for an upcoming Diversity Committee meeting. She said the Diversity Committee does not put items on the School Board Workshop agenda. **Ms. Pope** said an individual may reach out to the School Board Chair and recommend an item be brought forward to a workshop. **Ms. Mizell** said she will bring the request forward, as an individual, for the Citizens Concerned about our Children (CCC) attorneys present to Board.

Ms. Dahl said the site visit at Seminole Middle School went well. All the cameras were working and there was a high sense of security present. It was requested that any members that attended the Seminole and Dandy Middle visits attend the upcoming meeting with the principals of those schools.

GOOD OF THE ORDER

Mr. Ansola said asked if the Committee is supposed to submit a Diversity Committee report annually. **Ms. Pope** said yes, it is in Policy 1.5-Diversity Committee. When a Diversity Committee Report is finalized the School Board will allow the Committee to present it. **Ms. Williams** said a Report was presented when **Ms. Jusevic** was Chair. Due to the revisions in Policy 1.7 and a shift in cycle of membership, **Ms. Dahl** was only able to serve as Chair for a six-month term. She did not have an opportunity to complete a Report. The sitting Chair drives the Report. He may choose to include the data from the previous year.

Meeting adjourned at 8:38 p.m.

**The next meeting is scheduled for January 8, 2015, at 6:30 p.m.,
in the Board Room, Kathleen C. Wright Administration Building.**

These minutes are summarized and were recorded at the December 4, 2014 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.

Approved 010815