



MSAAC Executive Board Meeting

03 Feb 2021 / 5:00 PM / Virtual

Attendees

Keaira Jennings, Paulina-Marie Ransom, Claudia Matteo, Sofia Saiyed, Morgan Smith, Dr. Ryan Tyler, Dr. Traci Townsend

Absent

Katrece Nolan, Lottie Spurlock

Agenda

- I. Welcome
- II. Review & Approval of Previous Meeting Minutes
- III. Prep for 17 February 2021 General Meeting on Diversity
 - A. Agenda, guests, and presentation(s)
 1. Agenda
 - a) Welcome and MSAAC business (20 minutes)
 - b) Importance of Diverse Representation in Education (20 minutes)
 - (1) Speaker: Dr. Constance A. Lindsay, Ph.D., Associate Professor, UNC School of Education
 - (2) <https://ed.unc.edu/people/constance-a-lindsay/>
 - c) Human Resource and Talent Development (HRTD) (20 minutes)
 - (1) Speaker: Dr. Robert Phillips, Director - Evaluation, HRMS, Leadership & Development, Mentoring & Coaching and Recruitment or other HRTD representative

d) Impact of Training and Support (20 minutes)

(1) Speakers: Panel of diverse teachers

e) Questions and Answers (20 minutes)

f) Closing (20 minutes)

2. Discussion

a) Keaira: The goal is to share how diverse representation within teachers helps to positively influence students and how the teachers are trained in cultural competence.

b) Keaira: Focus on HRTD, existing staff that is not diverse, and new staff that includes more minorities.

c) Morgan: Collect questions from the community in advance.

d) Morgan: Diversity Job Fair is on February 8 – 10.

e) Morgan: There is diverse literature available in the library.

f) Claudia: Gum Springs Library has compiled a list of Books for Approaching the Concept of Race with Kids, which will be included in the newsletter.

g) Dr. Tyler: An analysis has been performed of thousands of books.

h) Dr. Townsend: Equity leads at each school collectively agree on a topic to discuss at their schools each month.

i) Dr. Townsend and Dr. Tyler: HRTD would have to speak to onboarding training.

j) Morgan: Share equitable practices to engage and retain teachers.

k) Morgan: Provide feedback from a diverse panel of equity leads and teachers on training to support students and support for themselves as well.

l) Dr. Townsend: Staff/teacher affinity group is a pending action item reference on the anti-racism website.

m) Dr. Tyler: Equity Center training has been prioritized for teachers over staff.

n) Keaira: Save this resource for a future meeting.

<https://www.teachhustleinspire.com/>

B. Current Events and Updates

C. Committees

1. Awards (Paulina-Marie Ransom)
2. Budget (Keaira Jennings/Paulina-Marie Ransom)
3. Communications (Sofia Saiyed)
4. Equity (Natalia Beardslee/Kellee Jenkins)
5. Membership (Morgan Smith)
6. Nomination (Lead to be identified by 2021)
7. Policy (Lead to be identified)

D. Logistics

1. Promotion
2. Attendance
3. Technology
4. Special Needs (interpreters, location for childcare if in person, etc.)

IV. Review of 2020-2021 Monthly Meeting Themes

V. Strategic Plan

VI. Delegation Review

VII. MSAAC Newsletter

A. Post content by Wednesday, February 10

B. https://docs.google.com/document/d/1hSgzA_byceK-KKZx-QTyURm8lQaTaHJhFZAthEQ_K0/edit

VIII. Open Discussion & Questions

A. Not Discussed: MSAAC feedback on action item #10 for the Action Plan to Combat Systemic Racism – Douglass Interpretive Display presented in last meeting by Mr. Kevin Lewis, Assistant Superintendent for Support Services and a few team members

<https://docs.google.com/document/d/11usnkWSdWJaPxdLMQdjiw77QIMzrf8LFYNUTR223eO0/edit>

B. Not Discussed: MSAAC feedback requested by School Board Member Mr. Mahedavi regarding Policy 8265

- C. A parent has expressed concern regarding Second Step Social Emotional Learning (SEL).
 - 1. Morgan did not see an unfair representation in the Second Step SEL curriculum for her grade level.
- D. Concerns were received regarding Equity Committee representatives selected by School Board Members Jeff Morse and John Beatty.
- E. A Stone Bridge High School student has posted inappropriate content.

Action Items

- Draft 2020-2021 Strategic Plan including delegate meetings and gifts
- Dr. Townsend and Dr. Tyler to request HRTD representative
- MSAAC Executive Board to post newsletter content by Wednesday, February 10
 - https://docs.google.com/document/d/1hSgzA_byceK-KKZx-QTyURm8lQaTaHJhFZAthEQ_K0/edit

Next Meetings/Events:

- Wed 17 Feb - MSAAC General Meeting, 7 pm ET, Virtual
- Wed 03 Mar - MSAAC Executive Board Meeting, 5 pm ET, Virtual

General Meeting Dates	Topics
16 SEP 2020 (Complete)	Annual Theme: Advancing Equity Through Action
21 OCT 2020 (Complete)	Anti-Racism
18 NOV 2020 (Complete)	Social Determinants (Mental Health)
27 JAN 2021 (Complete)	Equity
17 FEB 2021	Diversity
17 MAR 2021	Inclusion
21 APR 2021	Belonging
19 MAY 2021	Year-in-Review/Awards/Elections