


## MINUTES

	<b>Meeting Title:</b>	<b>2020 CSC Council Workshop</b>		
	<b>Date:</b>	10/22/2020	<b>Time:</b>	3:30 p.m.
	<b>Location:</b>	Microsoft Teams		
	<b>Chair:</b>	Thomas Bean	<b>Scribe:</b>	Elsa Sanchez-Vahamonde
<b>Participants:</b>	<b>Council Members:</b> Thomas Bean, Elisa Cramer, Kathleen Kroll, Melissa McKinlay, Debra Robinson, M.D., Jose Luis Rodriguez; Tom Weber			
Excused: Donald Fennoy, II, Ed.D.; Vincent Goodman				
<b>Equity</b>				
<p><b>A Power Point presentation focused on the history of racism and shared language was shared.</b></p> <p><b>Comments from Council Members:</b></p> <ul style="list-style-type: none"> <li>• Dr. Robinson asked for clarification on the equity graphic. She recognized that she had not seen this slide before and that this is a new take on this slide. It is showing that the fence is lower for one. In this slide we have an equal visual field and we are calling it equality. Everybody is given the same thing but everybody doesn't have the same black/brown experiences. It was agreed that we will look back to where we got this graphic from and will share clarification.</li> <li>• Dr. Robinson encouraged everyone to get the book "Without Sanctuary".</li> <li>• Dr. Robinson asked to remember that Black history started long before enslavement. History of Africans in America should be acknowledged as a great African civilization that existed long before this country was discovered.</li> <li>• Chair Bean stated that none of these facts sit well. It is an unfortunate reality that we need to live and deal with.</li> <li>• Dr. Robinson asked everyone to think about the question ... are we repeating the cycle?</li> <li>• Chair Bean stated that it resonated with him how slavery started in this country and what it evolved to and how it became so blatantly targeted around race and how that continued post reconstruction. From federal laws and agencies that were intended to provide opportunities and explicitly carved out those opportunities to Black Americans. It shows complete injustice.</li> <li>• Elisa Cramer thanked staff for putting this together. She shared that these are difficult times and appreciated having information that she can share with others. She asked that we take a look at our own personal journeys and look at where we can continue to make improvement to the systems that we work in. She thanked Dr. Robinson for her courage in approaching these issues, too.</li> <li>• Jose Luis Rodriguez thanked everyone for the presentation and for their hard work on it.</li> <li>• Keith Oswald thanked everyone for sharing this presentation. We should be strategic about deconstructing practices across sectors and suggested that we share best practices on how others are doing it. Lisa Williams-Taylor stated that there is work that is being led by the Department of Children and Families focused on looking at racism within the child welfare system, as well as work that the School District is also doing. Typically we look at data and see disparities but we need to look at the "why" from an institutional lens.</li> <li>• Dr. Robinson thanked everyone and suggested that different entities can take different areas to offer a deep dive. Lisa Williams-Taylor shared that we have been working on planning additional workshops focused on equity for next year. In December we will be having a workshop on why it is important to lead with race.</li> </ul> <p><b>Action items include:</b></p> <ul style="list-style-type: none"> <li>• Equity graphic – source and talking points</li> <li>• Book – Without Sanctuary</li> <li>• Send recording of workshop and copy of Power Point to Council members</li> <li>• Post Power Point in website</li> <li>• Send Education Debt Article to Council members</li> </ul>				
The meeting was adjourned at 5:06 p.m.				

Thomas Bean, Chair

Lisa Williams-Taylor, Ph.D., Chief Executive Officer