

Date 3/23/21
Virtual Meeting
Start time: 5:30 pm

Attendance Keeping Form:

<https://docs.google.com/spreadsheets/d/16rzZ9TJNWOfaZLb0f8m-3EeoU1XN5iFrKtESXZOIDvc/edit?usp=sharing>

February Meeting Minutes:

Motion to approve meeting minutes from 2/23/21 made by Karen Mortimer. Second: Melissa Megliola

Vote: Unanimously approved

- Opening Remarks were made on Anti-Asian hate and Boulder shootings.
- Discussed: Family and Community Subcommittee
 - Link to subcommittee meeting minutes
<https://docs.google.com/document/d/1hl5Dm1Q6WTtfdVnoWz5CV1ysMKSVTJE-hUJzHF-LGcg/edit?usp=sharing> (added by Nelvis Alvarez on 3/23/2021 @ 1:30 pm per request of Karen Mortimer)
 - Reported on meeting with Communications and that families felt some district news was tone deaf. FACE made 2 recommendations to Communications to improve. Next step is to make the request for the 2 recommendations stronger and formal with approval of DAC.
 - Additional meeting was held on the use of School Messenger for District-wide communication and to use more text messaging instead of e-mail.
 - Multicultural Department- future meeting will be held to discuss FACE providing support to this group
 - For those interested in the Racial Equity Grant report and where it is going, please see the link in the FACE report above
 - The Mexican Consulate meeting will no longer be happening due to lack of connection between Consulate and DPS.
 - Questions about Mexican Consulate and Multicultural Dept at DPS and turnover.
 - Mexican Consulate is restructuring so the lack of a contact is not due to DPS but to their reorganization.
 - FACE has seen a lot of turnover at Multicultural Dept and there is a lot of work for the remaining team including handling existing work and hiring people
 - Question: Will DAC support of FACE recommendations be helpful?
 - Yes, DAC support would be helpful.
 - Question: Will DPS use virtual learning next fall?

- Discussion about making sure the DAC DEI is action-oriented, taken seriously and connected to funding. Questions about how to organize such important work.
 - Action Item: As DAC, we should consider training like the one DPS staff use (may be called The Equity Experience- but not sure) since the decisions we make mean we bring our biases to the work and we should learn how to address them. Bill De La Cruz was mentioned as a trainer.
- Question: Is anyone opposed to forming a DEI Subcommittee?
 - No.
 - Recommendation made to include youth into the work, include student representation and youth voices, possibly having a youth-serving organization participate in training DAC
- Motion by Chris Lee to create a DEI Subcommittee as a Standing Committee; Kristin Barnes seconds

Vote: Unanimous vote to approve

 - Discussion on the name. DEI is now including DEI and Belonging. May not need to decide on name now.
- Action Item: Chris Lee was asked to take the lead to discuss structure for the Subcommittee. Contact Chris Lee at chrisblee@gmail.com
- Discussed: Anti-Asian hate statement
 - Chris would like a statement addressing Anti-Asian bias in DPS and acknowledging that de-humanizing has happened and will continue to happen.
 - Discussion about possible anti-Syrian violence as a result of Boulder shooting and concerns about more anti-immigrant sentiments due to the border situation. This is another reason for having DEI Subcommittee.
 - Lisa shared having youth hear “Black Lives Don’t Matter” and how well-intentioned conversations sometimes center youth in a way they are not comfortable with
 - Zoraida shared that when youth discuss colors, everyone turns to the youth of color and wanting to see beyond color and stereotypes and teaching that everyone is equal
 - Sharon shared pain about what has happened in Atlanta and additional crises and about sponsoring HB21-1142 to stop police practice of show-ups where many Black young people get arrested
 - Grace shared about being a co-conspirator and acknowledging color instead of ignoring it. What are we teaching our scholars? To be co-conspirators or to be allies? We need to define which one we want our children to be. She shared clip in chat: <https://www.c-span.org/video/?c4804332/user-clip-conspirators>
 - Sandra shared the importance of writing a letter to speak up, not sit quiet- that’s part of what we should be doing as leaders.

Concerns that children are not learning the history and contributions made by all groups in the United States- to learn about the barriers and historic issues that each group has faced. Sharing the contributions and the economic progress made by the groups- this should be prioritized in schools and it seems that it is not. Stressed making these points in the letter and adding "Words Matter".

- Noah shared long history of anti-Asian hate in Colorado and addressing the history within our own community- not just addressing what happened in Atlanta.
- Chris shared about the intersectionality of these oppressions- Atlanta was about women, about shared oppressions- interracial marriages and assumptions made about who is the perpetrator (Latino husband of victim detained for hours)
- Sharon shared that this is a nation-wide practice of making assumptions this is why she is pushing HB21-1142.
- Question: Is anyone opposed to having a vote on the statement by email?
 - No
- Question: Who wants to help draft?
 - Chris Lee took names down
 - Action Item: Chris and those who volunteered are tasked with writing up the statement so DAC can vote on it by email. Chris took down the names of volunteers.
- Discussion on the statement being like BLM and sending it to DPS Board.
- Motion made by Chris to have DAC move forward with an Anti-Asian Hate Statement. Kristen Barnes seconded.
- **Motion approved unanimously**
- Discussed: Superintendent Search input (Dr. Carrie Olson)
 - Addressed Atlanta and Boulder shootings
 - Superintendent Search Updates
 - Engagement Opportunities starting tomorrow night:
<https://superintendent.dpsk12.org/community-engagement/>
 - Held virtual gatherings and smaller group meetings to get input, including 2 groups of students
 - Action Item for DAC: DAC members can take the survey included in the link shared above
 - Question about timeline and how many applicants.
 - Search is still on time and had 30 calls of interest but don't know exact number of applicants
 - For updates, go to Superintendent Search Site:
<https://superintendent.dpsk12.org/>
 - Discussion on the questions Dr. Olson posted in chat about what people want in the Superintendent or questions candidates should be asked.

- Must Have in new Superintendent- Know the Denver community and get to know each region and wanting the hire to know each area before trying to make change
- What should they to know about Denver? To let each area develop as they want- let schools develop how they want (one size doesn't fit all) and to know how COVID has impacted the schools (elementary vs high schools) and what each group needs
- When talking to candidates address our adoption of a statement on serving students with disabilities and Denver wanting to be the model for this work. We are still stuck in a factory model for special education- we have amazing talent at all levels but we don't' have resources to address innovation
- Need to desegregate the schools and to improve ELL education and appreciation of multilingual education
- Question about anti-bias training. Dr. Olson addressed that the Board took anti-bias training and as part of two year training with modules
- If there are additional questions/comments, contact Dr. Olson or take the survey on the search list
- Need to have Superintendent engage families
- Need someone who needs to chart a course for the district. There's a lot of rumor but not clear data points. We need a roadmap and data points.
- Experience in a diversity of different cultures so that it's instinctive instead of a learned adaptation to different cultures
- Someone who has had experience working with a system like ours with such a high percentage of kids who live in poverty and who need equity and to have different resources. Experience in a sustainable model for these kids.
- Question about status of motion to change fundraising policies
 - No answer yet but Dr. Olson will find out
- Question about IC marking if a family chose virtual or in person education during COVID but in actuality the reality may be different. You can have an empty building with full attendance.
 - Action Item: Lisa McDonald will follow up with Dr. Olson with this question
- Discussed: DAC Membership update
 - Nelvis has 27 candidates- very diverse pool and second largest pool ever
 - Scott praised Nelvis's work and thanked her for all she does.
- Motion to Adjourn Meeting made by Sandra H, second: Lisa M
- **Meeting adjourned: 7:24 pm**
- *In Attendance from Zoom participant list:*

- *Nancy Hernandez, Nelvis Alvarez, Scott Esserman, Sandra's iPhone, Adie Tate, Edward Krug Ph.D., Grace Silva, Heidi Dotterer, Karen Mortimer, Kirsten Kahn, Kristin Barnes, Melissa Megliola, Noah Stout, Sandra Clemons, Sharon Battle, Zoraida Juarez, Amanda Knezovich, Lisa McDonald, Chris Lee, Alise Kermisch, Paul Zuckerman, Dr. Carrie Olson, Jo Ann Fujioka*
- See final attendance list [here](#)

Resources and Items from Chat:

Note that some of the comments from chat regarding the conversation with Dr. Olson were not captured because there is no cut and paste feature from Zoom chat. If that section of the meeting was recorded or downloaded, please let Nancy know so I can cut and paste those notes here.

Black Lives Matter document was uploaded in the chat but it is a PDF that cannot be linked to this document.

<https://www.adl.org/education/resources/tools-and-strategies/challenging-anti-asian-bias-and-acting-as-an-ally>

<https://anti-asianviolenceresources.carrd.co/>

<https://www.dpsk12.org/resources-for-trauma/#person>

<https://www.dpsk12.org/dps-board-of-education-statement-on-boulder-shootings/>

Meeting Minutes for 2/23/21 approved and submitted by Dr. Nancy Hernandez on 3/23/21.