



Date: April 27, 2021

Attendance Keeping Form:

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

Minutes:

Minutes approved

- *Discussed:*
- Discussed: Family and Community Subcommittee
 - Link to subcommittee meeting minutes

FACE subcommittee agenda

<https://docs.google.com/document/d/1hl5Dm1Q6WTtfDVnoWz5CV1ysMKSVTJE-hUJzHF-LGcg/edit?usp=sharing>

DAC and MCO agenda - led by Karen Mortimer:

https://docs.google.com/document/d/1xhZ6Z2d_NxZM5EDyQzmgsc1_uNfkYYjoasvgoeGTeQQ/edit?usp=sharing

Nelvis information shared.

- Promoted to Senior Manager for the Community Engagement Team.

DAC DEI Subcommittee Report

Free Wheeling Meeting

- One Objective to get more clarification on the Black Excellence Program.
- Nancy was going to reach out to DPS and see where a DEI curriculum was once made.
- Segregation in school.
- Low hanging fruit- Ed Krugg
- Noah Stout Highlight Successes without the District. Highlighted some stronger Black Excellence Plans that we could look at.
- Record Keeping in DPS- we do not have a clear record of Biases. Other districts do have spaces that keep these kinds of records, not DPS.



- Jo Ann Shared language and shared framework and ethical leadership. She mentioned she was assoc. with ethical leadership where they focus on the positive and not the negative. Unsolicited Kindness of the Day the school culture develops around the positive. Series of things that we can be doing unsolicited kindness, number of elements that we could institute to give a positive approach to the culture of the school.
- Dr. Olson was asked does DPS have a warehouse of record keeping.
- Answer : She does not know and she is going to follow up and let us know.
- Question: Where do the biases that involves with schools and if it happens at the school it stays in the school?
- Answer to be followed up by Dr. Olson.
- Discussed a possible DEI survey to families to see how included they felt on Diversity and Inclusion.
- Proposal : Tay Anderson we decided that we would ask the Board of Ed to remove himself of his duties to protect the voices of the most marginalized. The main reason that we are concerned of Tay Anderson as being a Director he is a role model and concerned it will have a negative impact on students. The Dept of ED is getting a lot of emails about Tay Anderson and this is being discussed. As the DAC if we do not comply
- Objective Kristin B says we should not step in an HR issue. We are asking someone to step down from a volunteer position. Feels it is an HR issue.
- Question 1 What does Tay Anderson have to do with DEI?
- Answer from the DEI Group: The Board as a whole this is striking the heart of the DEI it was about what is happening.
- Question 2 Does the board have to approve a subcommittee?
- Noah says it the subcommittee they were going to wait and there was going to be a vote about the Tay Anderson conversation. Chris Lee says that they did vote in the subcommittee voted that during the investigation they wanted to vote for him to be removed.
- Dr. Olson- The Board ordered the investigation. Invite black women if they were victims to come forward. We cannot ask Tay Anderson to remove himself. Not even the President can do that.
- Lisa McDonald I also don't recall a vote and thought our decision was to reach out to the board for clarification about the investigation process.



- Jo Ann Says to look at the minutes of the meeting so they can have clarity.
- Dr. Olson: Even if the allegations are true we can only ask him to get removed. He can be an elected volunteer. Also the Board wants to make sure a black man gets a fair trial. Asking to look at the Board statements and will not talk more about it.
- Question: What is the timeline for the investigation?
- The timeline is with investigation firm and they know what an appropriate timeline is. Maybe May 16th but do not really know. The Board professional firm that is highly recommended.
- Question from Chris Lee what about an ambiguous conclusion?
- Answer: Dr. Olson, Not going to comment the Board is thinking of all the possible outcomes.
- MOTION Proposed:
- Voting to table or not have any further talk about him in the DEI work.
- **Motion** to table the Tay Anderson, Kristin and Susan second it.
- All in favor Susan Lisa Eric Edward Melissa Kristin Karen Noah
- Opposes 2
- 13-2 vote
- **Second Motion** Asking Tay Anderson should not be the work of the subcommittee?
- Melissa second the motion.
- Discussion of the motion from Chris Lee the issue involves women of color that were sexually assaulted. It should be a work of the Diversity Equity and Inclusion DAC subcommittee.
- Susan says this motion is too specific. Wants to broaden it in case this happens in the future.
- Kristin says she is having trouble understanding why the Tay Anderson issue is in the DAC.
- Heidi says the conversation is appropriate. The DEI is appropriate to bring to the DAC, it is not appropriate for the board or a subcommittee to bring to the board with this recommendation.
- Chris Lee, DEI subcommittee should not have the parameter cannot have the same voice of the other subcommittees'. She asked Kristin directly.



- Scott says that all subcommittees' need to report to the board with proposals.
- Ed says It's a thorny issue and very difficult to handle. We are dealing with the challenge.
- Eric Raised the point about intersectional should be in the DEI subcommittee. Separate from the allegations from Tay Anderson he is fine with what everyone has said. He is feeling the energy. A recommendation is to start with identity and self-first. Think about how you show up around these issues. We would not talk over one another. This is internal work that needs to be addressed before we go to the board.
- JoAnn says she is new to the when new subcommittees bring stuff it is not rebuttal but this topic is bringing emotions.
- Scott says this does have more emotions than the budget committee. We did not identify the scope of the work for the subcommittee. That needs to happen
- Chris Lee says what does ethical leadership look like?. Are we making the recommendation on that? That is why she felt really strongly on the subject in the meeting. If we get too bogged down in the process, we can lose the progress.
- Ed says Chris is right about the process his authority is greatly diminished. In the FACE committee the mandate was vague and there is a lot of creativity taking place. The mandate should not be a restriction on the good that it can do.
- Kristin wants to pull back on her second motion JoAnn second the motion.
- **MOTION WITHDRAWN** Moving
- Chris Lee wants to say that these conversations are difficult and wants everyone to lean in and have these conversations.
- Another topic Chris Lee brought up is The disproportionate toll that COVID had on women and girls who had to babysit and be home. That is something we need to investigate in the district. Wanting the DEI to focus on rectifying that in DPS.
- Chris Lee Civil Rights Attorney with child sexual exploitation. The underprivileged and disabilities are the most at risk.
- Scott says thank you for sharing that. And potential action to take
- Lisa wants to request data on graduation.
- Stem School withdrew their application until next year.
- **KAREN Subcommittee**



- Revisit with communications dept. about the summer program. DPS weekly did a thank you for parents they were advocating for. They had an opportunity for the family satisfaction survey.
- We have the opportunity to work with Richard Beto and Nelvis. For Teacher Appreciation video. Wants 5 people to volunteer for a video saying what you appreciate about teachers.
- Educa and all their avenues are going to give out one minute a day.
- Second project – Primary need is for photos. The vision is for the appreciation video saying thank you to all stakeholders in a really powerful way. The idea would cut to a montage of pictures. Take maybe 5 minutes of the day. She already has folders
- Parent section pics that relate to parent's teacher section to section.
- We can have the back of the head not the front. Younger than 18 cannot be showing the face.
- Wants a blanket for everyone that works at schools.
- Wants to have something meaningful that acknowledges that this was a hard year.
- Project 3 is looking for 2 bilingual teachers or 2 parents and wants them to reflect on his last year. Ideas are needed to be emailed to Karen. It would be so easy if they were bilingual.
- Scott wants other people to see this to follow up with a brief email.
- Karen wants us to create a folder with our names so she can ask us a question on it.
- May 14th they are livestreaming most of the graduations.
- Videos need to be made by Friday and pics by early next week.
- Even if people did not sign up they can give videos and pics to Karen.
- She is going to send a clarifying email.

Lisa

- SPED Update- in 2018 the District announced big spending budget cuts. Involved cutting 50 sped employees.
- The board decided to become a model for PSED.
- SPED Task force- they reported to the board for a year. The PP
- A 5 year more inclusive to SWDs closing the dropout rate and move SWDs to proficient



- Our SPED Dir is retiring in June- We are asking a SPED to present to the full DAC. Lisa is going to give us resources so we can ask questions.
- Thinking of the leadership transition.
- Jo Ann asked that the PP is presenting a national model.
- No The PP is the recommendation the task force that were presented to the board. The Resolution of inclusion of SWD.
- A commitment to that work. Parents were involved. Yes, many parents.
- She invited the member to come next meeting. We are not sure who is presenting. Wants us to be prepared with questions. How can we support it?
- Dr. Olson am I correct that we are going to wait to hire the Dir before the Superintendent.
- That is an Ops question. That is something the Superintendent would say.

Carrie Olson

- Superintendent search.
- JoAnn tabled the decision.
- Olson yes. Many said they were not involved in the conversation.
- JoAnn. When are the decisions being made? Some kids get on the bus late
- Olson there are 2 things. Last spring, they had later times from the transportation budget.
- There is a difference start times and bell times and a resolution. Looking at the research for start times.
- The budget subcommittee voted last June for the bell times this fall as a cost serving measure.
- Sandra Clemons Healthy start times do they talk about after school? I went to the board docs but not the later part.
- Olson yes that is a bell time not a healthy start time. Bell times are the cost saving measure last spring.
- Healthy start times survey will accept any comments.



- The meat of the healthy start times shall not start for MS and HS no earlier than 8:30 am. That is the survey about the bell times.
- Jim Carpenter is the one that is working with individual schools. It was an operational decision. He is working with Dustin Cruss so schools get what they need to make sure it works.
- This is a great way you explain the difference between the healthy times and bell times.
- **Scott will invite Jim carpenter.**
- Kristin says that the bell times are given to the parents after SOC.
- **Superintendent Search Update from Dr. Olson**
- Here's the link to the superintendent search update <https://superintendent.dpsk12.org/>
- 6 finalists and the Board hopes to Bring the finalist to Denver in the next week or so.
- Larger community gathering model, The Board found it more helpful than in smaller meeting
- 7,000 survey responses from families.
- 4 Latin X Finalists
- 2 Black Finalists
- Check in with Jennifer Bacon and the Adv. Team to map this all out. 30-100 hours in the search spent so far. Learned from the transportation Dept. that the only candidate ever to travel a route with them was Susanna, No Superintendent ever did that. Dr. Olson is going to ask them to eat at the food and service.
- Question: What can the DAC wanting to do to help them be successful.
- Question The timing still looks good. Is some going to here in Aug?
- Answer: Yes, the beginning of June.
- Is it safe to assume that all 6 people have agreed to be in a public process?
- Alma said that they have let them know to have a group. It is the Board goal to have more than 1 finalist.
- Worth noting that the DAC issued a resolution that the Board not move forward with only one candidate.



- Watched how Alma and Monica try to identify the gaps. They have done Asian events, Spanish speaking events. With translators with the ones that have not been Spanish speaking.
- Alma has been doing individual questions asking the feedback and what they want to share.
- It makes a difference to have Alma lead
- When do you think the window is? First week of May.
- Olson was just speaking with the Board came together around this. Seeing all the different discussions and the way they come together but with separate ways.

Corrections in prior meeting

Tone Deaf.

Move for approval in previous meetings

Everyone in favor to approving the minutes.

No one refused the minutes.

Our next meeting is scheduled for May 18th.

Next round and timing brought up with the board. We can give them a suggestion.

Question: Do we know how many people are returning and who is not.

Answer: 5 Are not answering or attending meetings.

Ed Normally we lose about a 1/3. We need to shoot for 50% over what we want for the school year

Motion to adjourn

No one opposed to adjourn.

- See updated contact list [here](#)

Meeting Minutes submitted: Graciela Silva