## Call to Order: (15 min)
- Welcome/Introductions
- Review of the Agenda
- Review of the Meeting Summary Notes (N/A for this meeting)
- Future Meeting Dates*
- Process for Public Comments

<table>
<thead>
<tr>
<th>Facilitator(s)</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Dr. Jim Elsasser, Superintendent</td>
<td>*Future Meeting Dates: 10/28; 11/18 (third Wednesday due to Thanksgiving); 1/27; 2/24; 3/24; 4/28; 5/26 Annemarie Cortez-parent Hugo Gutierrez-parent Frances Kellar-parent Rolondo Talbott-parent Ryan Neal - Student Payton Scott- Studenta Rosa - Staff Leslie Wallace-teacher Marissa Patterson-teacher Nikki Mitchell -counselor Claremont High Dr. SeanDelgado - principal Dr. Brett O’Connor - Principal Liaisons to the Committee - Dave Nemar, Board President - former teacher 30 - Nancy Treser Osgood, Board VP former parent Natalie Taylor, District Office Director J. Olesniewicz, Asst. Superintendent J. Elsasser, Superintendent</td>
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## Board Update: (5 min)
- Current board priorities focused on equity
- DAC vision/role

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<td>Dave Nemer, President</td>
<td>Over 80 applicants to this committee What do we need to learn more about? What can we do better? In the end the board will decide what to do, need advise.</td>
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<td>Nancy Treser Osgood, Vice President</td>
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## District Update: (15 min)
- District priorities/initiatives
- DAC history and current Charge to the DAC

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<td>Dr. Jim Elsasser, Superintendent</td>
<td>Updates shared</td>
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<tr>
<td>District Staff</td>
<td>Leading the work of change is challenging. Rarely do people volunteer for this work. You have decided to keep your hand raised to be part of the change which we know involves changing ourselves. Stamina, capacity and energy are needed to lead moving this forward Safe space to brave space 1. Stay Engaged 2. Experience Discomfort 3. Speak Your Truth 4. Expect/Accept Non-Closure Go Slow to Go Fast</td>
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## Building Safe Space (10 min)
- Social-Emotional Check in
- 4 agreements
- Reflective Question

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<td>Dr. Shelley Holt, Equity Consultant</td>
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**Centering the Work:** (40 min)

- Purpose
- Roles (DAC, DAC chair, sub committees, staff, board)
- Process
- Group Membership/Outreach
- Outcomes
- Communication
- Timeline

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<thead>
<tr>
<th>Roles</th>
<th>Purpose</th>
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<tr>
<td>DAC, Staff, Board</td>
<td>Purpose: Close racial equity gaps in Claremont. Purpose was shared by the board president, superintendent and reiterated by Nicole Anderson. In Racial Equity Plan the purpose will be illustrated through our understanding of the history and solidifying the action plan.</td>
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<tr>
<td>DAC, Staff, Board Liaisons</td>
<td>Role: Advisory to the board. The role of membership is to attend, engage, collaborate with staff liaisons, provide regular feedback and perspective. Make recommendations and collaborate, but not to make decisions. Board, Superintendent and staff do the work of implementation. Do we want to have a chair for this group? (Co-creates agendas, liaises with superintendent and board, assist with keeping fidelity to the process) Subcommittee work with one another and staff will be needed to facilitate the work moving forward. Staff role is to listen, learn, support, communication, data, and process how to get the work done Board role is to support, perspective and be visionary and liaise with the board. Ultimately they will suggest policy. Facilitator: support the group and their vision. We advise and facilitate with a lens of racial equity.</td>
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<tr>
<td>DAC, Staff, Board Liaisons</td>
<td>What is your greatest hope and greatest fear? Sharing of points of view in triads then whole group. This group is about doing the work. We must have safety in the form of content and context to do the work collectively and well. Creating safe space comes in the form of clarifying the mental models. We do not give you what to do, we facilitate the work with you.</td>
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### DAC, Staff, Board Liaisons

- Nicole Anderson, Equity Consultant
- Dr. Shelley Holt, Equity Consultant

**Process**

Interim Board Reporting and communication using talking points.

**Outreach**

- Must consider how to engaged/get input from the 80 and beyond

**Outcome:** Racial Equity Impact Action Plan
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<th><strong>Timeline:</strong> TBD later</th>
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### Content/Capacity Building: (15 min)
- Defining educational and racial equity
- Recognizing the barriers to our equity work
- Equity work with a systems lens

Nicole Anderson, Equity Consultant
Dr. Shelley Holt, Equity Consultant

### Collaboration/Equity Impact Action Planning: (15 min)
- Equity Impact Plan Action Overview
- DAC discussion

Nicole Anderson, Equity Consultant
Dr. Shelley Holt, Equity Consultants

### Next Steps: (5 min.)
- Define equity
- Identify equity gaps to address in district
- Pre-read: Water of Systems Change Article
- Next meeting date/time
- Closing remarks/announcements

Nicole Anderson, Equity Consultant
Dr. Shelley Holt, Equity Consultant
Dr. Jim Elsasser, Superintendent
Dave Nemer, President
Nancy Treser Osgood, Vice President

### Adjournment:

DAC Chair