<table>
<thead>
<tr>
<th>Agenda Topic(s)</th>
<th>Facilitator(s)</th>
<th>Notes</th>
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<tbody>
<tr>
<td><strong>Call to Order: (10 min)</strong></td>
<td>Dr. Julie Olesniewicz, Interim Superintendent</td>
<td>• 7:06pm&lt;br&gt;• Acknowledgement of impact of the recent incidents around the nation and community&lt;br&gt;• encouraged about the work of the DAC to make a transformation impact on the education system for kids in Claremont&lt;br&gt;• No public comments shared. In future meetings, the public will share written comments at least 24 hours prior to the meeting, to be shared with the DAC</td>
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<tr>
<td>o Welcome/Introductions/Purpose</td>
<td>DAC Leadership</td>
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<td>o Review of the Agenda</td>
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<tr>
<td>o Review of the <a href="11.18.20">meeting minutes</a></td>
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<tr>
<td>o Future Meeting Dates (Feb. 24, Mar 24, April 28, May 26)</td>
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<td>o Public Comments (written submissions read)</td>
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<td><strong>Building Safe Space (10 min)</strong></td>
<td>Nicole Anderson, Equity Consultant</td>
<td>Reviewed with team and had each member share the one they would focus on in the chat&lt;br&gt;• acknowledged the tragic death of the Claremont student</td>
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<td>o 4 agreements</td>
<td>Dr. Shelley Holt, Equity Consultant</td>
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<td>o Reflective Question/discussion: impact of recent national events</td>
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<td><strong>Board Update: (5 min)</strong></td>
<td>Nancy Treser Osgood, President</td>
<td>• New President of Board&lt;br&gt;• Acknowledged the work of the interim Supt, Dr. O&lt;br&gt;• Welcomed as new president.&lt;br&gt;• Board is committed to the work&lt;br&gt;• Student presentation to board on Feb. 18 focusing on the SRO concerns&lt;br&gt;• will participate in board study sessions to be facilitated by Nicole Anderson so that the board can also engage more deeply in the work</td>
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<td>o Current board priorities focused on equity</td>
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<td><strong>District Update: (5 min)</strong></td>
<td>Dr. Julie Olesniewicz, Interim Superintendent</td>
<td>• Return to school planning&lt;br&gt;• Upcoming student and community listening forums (see dates below)</td>
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<td>o District priorities/initiatives</td>
<td>District Staff</td>
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<td><strong>Content/Capacity Building: (30 min)</strong></td>
<td>Nicole Anderson, Equity Consultant</td>
<td>• Reviewed the article in breakout groups using the “Say Something” protocol.&lt;br&gt;• Reviewed data dashboard at a high level to demonstrate what data is available. Participants were asked to listen for no more than 3 high level areas that could begin to focus the equity work. Members had the following guided questions:</td>
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<tr>
<td>o Recognizing the barriers to our racial equity work:</td>
<td>Dr. Shelley Holt, Equity Consultant</td>
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<tr>
<td>o [Avoiding Racial Detours](article connection)</td>
<td>District Staff</td>
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<tr>
<td>o [data dashboard](overview to identify equity gaps to address)</td>
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### Centering the Work: (15 min)
- Roles
  - DAC Leadership Team
  - DAC Chair
  - Staff Liaisons
- Communication/Talking Points/Outreach
  - [Website](#)
- Timelines:
  - Community Listening Session-Feb. 3, 6-8pm
  - Student Listening Session-March 3, 6-8pm
  - DAC breakout room facilitators needed
- Subcommittee overview
  - Protocol (meetings, data analysis/collection, etc.)
  - Focus areas: (based on data)
  - Roles (staff, facilitator, students)
  - Timelines (monthly meetings, interim meetings)

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

- Reviewed upcoming dates and expectations for members to attend the forums if schedule permits.
- Shared overview of subcommittee process
- Shared roles of staff liaison
- Board liaisons will observe and be available to answer questions related to the work; board liaisons will update other board colleagues to keep them informed to the work.

### Collaboration/Equity Impact Action Planning: (40 min)
- Subcommittee assignment
- Equity Impact Plan Action Overview
  - [Racial equity statement input/revisions](#)
  - Data review
  - Identifying Equity gaps/focus areas

Nicole Anderson, Equity Consultant  
Dr. Shelley Holt  
DAC, Staff, Board Liaisons

- Participants chose their focus areas based on overview of ca data dashboard, their passion/expertise
- Academic Achievement:  
  - Brett, Payton, Nikki, AnneMarie, Barbara, Julie/Natalie
- School Climate/ Safety:  
  - Ria, Hugo, Leslie, Rolando, Rosa, Julie/Natalie
- Staffing:  
  - Frances, Ryan, Marissa, Sean, Eric, Julie/Natalie

Breakout Room discussion:
- connecting with new sub committee members
- reviewing action planning document to get familiar with process

Next Steps:
- each meeting will consist of approx. 1 hour of sub committee collaboration time
- each sub committee will develop an equity plan based on their focus area
- each sub committee action plan will inform the DAC equity impact action plan to be recommended to the board at the end of the school year

### Next Steps: (5 min.)
- Next meeting Feb. 24
- Sub committee collaboration/research
- Community Listening Session-Feb. 3, 6-8pm
- Student Listening Session-March 3, 6-8pm
- Closing remarks/announcements

Nicole Anderson, Equity Consultant  
Dr. Shelley Holt, Equity Consultant  
Dr. Julie Olesniewicz, Interim Superintendent  
Nancy Teser Osgood, President

- Appreciation for Holocaust Remembrance and reviewed upcoming dates.
- Homework:
  - Read Water of Systems Change and Racial Equity Detours
  - Begin to do the research on your focus area! You can put items and resources into the folder.
  - [read articles Water of Systems Change/Racial Equity Detours if not done so already](#)
  - [conduct research on your sub committee focus area (share in google folder)](#)
  - [review resources/data in google folder](#)

### Adjournment:
- 9:05pm

Nicole Anderson, Equity Consultant  
Dr. Shelley Holt, Equity Consultant  
Dr. Julie Olesniewicz, Interim Superintendent