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## **Impact Committee Meeting Minutes**

### **August 27, 2020 5:00 pm**

Teleconference Options to join:

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Executive Order N-29-20 authorizes local legislative bodies to hold public meetings via teleconference and to make public meetings accessible telephonically or otherwise electronically to all members of the public. Members of the public are encouraged to observe and participate in the teleconference. Further instructions on how to electronically participate and submit your public comments can be found in the PUBLIC PARTICIPATION note at the end of this Agenda

#### **I. CALL TO ORDER AT 5:03 PM**

#### **II. ROLL CALL AND ESTABLISHMENT OF QUORUM**

<b>Board Member</b>	<b>Present</b>	<b>Absent</b>
Shannon Simonds	X	
Hope Gawlick		X
Vasa Lokteff	X	
Shara Murphy	X	

#### **III. PUBLIC SESSION**

##### **A. Celebrations**

VL - BTSN - great digital event.

JE - Attended multiple classrooms. Live Sync event. Gave the community the opportunity to air concerns and ask questions. A testament to teachers clear communication that there weren't many questions or concerns voiced.

SS - Staff meeting where equity is being prioritized for transit. Commitment to do better with all day mobility and essential service workers in underserved communities.

SM - Charlie's first day and it was a good day. Celebrate WCS first day and the way it launched successfully. Great communication.

SK - BASE team, usually a before and after program. Had to pivot to provide services during the day. Providing support to families in need.

AW - Food trucks on campus to provide a fun dinner for staff at BTSN



**B. Committee Updates**

**JE - Finance committee met and celebrated award from Silicon Valley Schools. S. Korvink provided finance and legislative items updates as to how they potentially impact the school. Also began the process of discussing**

**C. Public Comments:** This portion of the meeting is set aside for the audience to make comments or raise issues that are not specifically on the agenda. Comments are limited to three (3) minutes per person. Members of the public may speak on agenda items during the time when the item is addressed by the Board. This agenda item is included for the purpose of giving anyone in attendance an opportunity to ask questions or discuss non-agenda items with the Board of Directors. If visitors have a complaint about a specific employee of the school, they will be asked to submit an oral or written complaint to the employee's immediate supervisor as required by Board Policy #08-03.

**IV. CONSENT ITEMS**

All matters listed under the Consent Agenda are to be considered routine and will be enacted by one motion followed by a roll call vote. There will be no separate discussion of these items unless the Board of Directors, audience, or staff request specific items to be removed from the Consent Agenda for separate action. Any items removed will be considered after the motion to approve the Consent Agenda.

A. Approve minutes from June 25, 2020 meeting.

SM - SK referenced in celebration.

Motion:	<b>SS</b>	Action:	<b>Motion to approve with addition of S. Korvink</b>	
Second:	<b>VL</b>	Vote:	<b>Y - 3, 1 Absent</b>	
	<b>SS</b>	<b>HG</b>	<b>VL</b>	<b>SM</b>
	<b>Y</b>	<b>Absent</b>	<b>Y</b>	<b>Y</b>



## V. DISCUSSION ITEMS

- A. Discuss how current events influence work, how to best support WCS and possible survey work in these efforts.
- B. Continued discussion of lit review research and identify alignment to current strategic plan.

SS - Would like to move item B lit review to 1st discussion item. Reverse order.

VL - Agree

JE - Team developed over summer to discuss school's work to engage in discussion around race relations. Asked staff to begin process of reflection, over the course of the school year with action and transformation as the end goal. Team building framework to guide the organization in ways that are comfortable for all stakeholders. Welcomes Impact committee to join in. Looking at outside resources as well.

VL - Culturally responsive school leadership is committed to continuous learning and improvement. Acknowledging transformative leadership by recognizing inequities exist and commit to addressing them as necessary. Parent and community engagement and participation are next steps.

SS - Listened to podcast series "Nice White Parents". Follows NY PSD in their efforts to diversify school with the goal of improving equity across the board. Parents realized bias to protect "their child".

SM - Slavery by Another Name. Perception of criminality because of their skin color after civil war. Instead of evidence supporting increase in crime data showed erroneous arrests and charges. Law Enforcement were compensated by fees based on arrests. Kept black people in "new form of slavery" confines.

JE - How to Be an Antiracist - A racist law propagates inequity. Policy leads and racist justification leads. Criminalize made up behaviors to support racist policy. Who is profiting from prison to pipeline of people of color with lack of education?

SS - Laws that restrict behavior after release of jail. 5000 laws on the books in CA. Continues to keep them in the cycle.

VL - Wants to bridge thoughts of social injustice with education. Culturally response teaching is his focus. Even people who think they have a good understanding learn they are not sure as they dive into racist ideologies, biases. It takes a lot of self reflection. Have to learn about our students and bring it in to the classroom organically and every day work.

SS - Defining racism vs. bias. White people have historically held the power.

VL - Racism not necessarily an action but woven in to every day practices and structures.

JE - Calls out racism coupled with power. Racism about white people is still racism. Nation of Islam, ideology the white man is the white devil is racist against white people. Policies that benefit people of a particular race are ok if they push against inequities.



SS - Women, Race and Class - racism rooted in our history. Does a good job demonstrating how WW related to slavery issues and used them to gather and begin to protest for change. Intentions were good but original black needs were left behind.

VL - Only see substantial changes when it benefits the majority.

SM - Culturally responsive teaching. Turns on it heads the idea of teaching social justice in classrooms without being addressing the learning about changing behaviors and perceptions. Making changes over the long term instead of just applying bandaid changes.

JE - reviewing notes for tonight, had a moment where he was reminded to keep this front and center for the overall health of the school. Leadership has to model this work. Article was given to the admin team as a professional read and follow up next week.

SS - Meaningless work unless we come up with actions to put this in motion. Is going to be uncomfortable and hard. Bigger conversation at the board level.

SM - How do we want to be impactful given current climate? This is the moment where people are heightengly aware of inequities for black children. Want to use the opportunity to seize upon that opportunity.

SS - Need to identify areas of focus and applicability to strat plan.

JE - As school leader doesn't want to leave out work for other students of color such as latino.

SM - Understand and agree with the need to acknowledge all.

VL - What can be learned from focusing on one group at a time and looking for commonalities.

SS - Our teachers can multi task and accomplish both.

JE - Host focus groups with facilitator.

VL - As part of the strat plan where does this work weave into that work.

SS - Diversity of staff is key, it needs to be representative of our students.

SM - youth support networks for high school age students. Well crafted committee report on conversation held tonight. Give them insight and solicit feedback.

JE - We are still in reflection mode. Committee should vet facilitator and hosts workshop with the intention of PD for staff.

## **VI. FUTURE AGENDA ITEMS**

## **VII. REFLECTIONS**

**SS\_ Wish HG had been here**

**SM - Ditto**

**VL - Great conversation**



**JE - Much gratitude for groups**

**VIII. ADJOURNMENT AT 6:37 PM**



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If you are watching/listening to the live stream of the Meeting and wish to make either a general public comment or to comment on a specific agenda item as it is being heard, you may submit your comment, limited to 250 words or less, to [admin@westlakecharter.com](mailto:admin@westlakecharter.com). Every effort will be made to read your comment into the record, but some comments may not be read due to time limitations. Comments received after an agenda item will be made part of the record if received prior to the end of the Meeting.