

ENGAGE. CHALLENGE. INSPIRE.



**Orange
County
Schools**
NORTH CAROLINA

OCS Equity Task Force Meeting

April 27, 2022

By the end of this meeting, the OCS Equity Task Force will have



- Reviewed meeting minutes
- Engaged in a recap of Policy 1030: Equity in Education
- Reviewed the OCS Equity Task Force By-Laws and Charge Statement
- Reviewed Section C of Policy 1030: Equity in Education

The Four Agreements of Courageous Conversations.

1

stay engaged

Staying engaged means "remaining morally, emotionally, intellectually, and socially involved in the dialogue".

2

experience discomfort

This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open.

3

speak your truth

This means being open about thoughts and feelings and not just saying what you think others want to hear.

4

expect & accept nonclosure

This agreement asks participants to "hang out in uncertainty" and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.

COURAGEOUS CONVERSATION COMPASS



The Compass and Agreements

COMMUNITY AGREEMENTS



Start and End on Time	Intentionally center and emphasize the needs, experiences, voices and outcomes for African American, Native/Indigenous, Latine, Emergent Bilingual/Multilingual, Students of Families Facing Economic Challenges; LGBTQ+, and Students with Disabilities	Disagree with ideas, not people; it's ok to speak in draft
Ensure all voices are heard	Maintain a safe space for meaningful conversations	Speak to be understood; listen to understand
Be mindful of intersectionality		

Upcoming Events



- **Board of Education Meeting**

- Monday, May 9th; 6:30PM (in-person); 200 E. King St. Hillsborough NC 27278;
- Monday, May 23th; 6:30PM (in-person); Whitted Bldg; 300 W. Tryon St. Hillsborough NC 27278

- **Budget Committee Meeting; May 13; 9:00 a.m. - 12:00 p.m.; 200 E. King Street (Boardroom) Hillsborough, NC 27278**

- **Student Achievement Committee Meeting; Wednesday, May 25, 2022; 9:00 a.m. - 12:00 p.m; 200 E. King Street (Boardroom), Hillsborough, NC 27278**

- **Community Engagement Committee Meeting; Friday, May 20, 2022; 9:00 a.m. - 12:00 p.m.; 200 E. King Street (Boardroom); Hillsborough, NC 27278**



Approval of Minutes



Recap of Policy 1030: Equity in Education



Review of OCS Task Force Charge Statement and By-laws

Charge Statement



- **The OCS Equity Task Force has been created with the aim of engaging diverse voices, who are committed to equity in Orange County Schools and the community, in an open dialogue on issues of race and areas of improving equity in Orange County Schools.**
- **The OCS Equity Task Force is charged with advising and making recommendations to the Board and the Superintendent with regard to matters of equity in Orange County Schools.**



1. Assist with developing the district Equity Plan
 - a. Reviewing data
 - b. Identifying disparities and inequity in opportunity and barriers to equitable outcomes
 - c. Making recommendations for action steps to address disparities
 - d. Monitoring progress
2. Ensure the district continuously follows through on its commitment to equity by holding the district accountable for accomplishing the Equity Plan and advancing the district equity goals



3. Assess district programs, policies, and practices through an equity lens and provide recommendations and input on revisions to ensure compliance with Policy 1030: Equity in Education
4. Assist with creating opportunities for the OCS community to engage in safe and meaningful dialogue about race and equity
5. Communicate school and community celebration, updates, and progress related to equity back to the OCS community and stakeholders
6. Identify assets and opportunities to support equity



- Ensure diverse stakeholder representation with broad representation of those stakeholders for whom the disparities and equities gaps exist
- Demonstrate a commitment to and interest in equity and to advocating for diverse student populations
- Attend at least 80% of the monthly meetings
- Attend, at minimum, an annual OCS Equity Task Force racial equity training
- Approach the work through a positive, restorative, solution focus, forward thinking lens
- Serve a two-year term
- Attend annual joint meeting with the OCS Board of Education and OCS Equity Task Force to discuss recommendations and development of a joint plan of action



- Annual report to the OCS School Board of recommendations for the Board's role in advancing and supporting equity efforts in the district