



J. Graham Brown School
Racial Equity Committee Meeting Agendas
2023-24
ONLINE MEETING - [Teams Link](#)

3rd Wednesday of the Month

BROWN SCHOOL EMPT

[EMPT GUIDEBOOK](#) | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) |

[EMPT TRAINING](#) | [Six Systems Blueprint](#)

Co-Chairs: Cordia Pickerill, Jason Hesley

Members: Elisa Pitmon, Gregory Grazette, Jennifer Funk, Robin Cash, Randi Skaggs, Amy Thornton, David Rutledge,

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|------------------------------------|-------------------------------------|--|
| August 16th, 2023 | November 15th, 2023 | |
| August 23rd, 2023 | March 20th, 2023 | |
| September 20, 2023 | April 17th, 2023 | |
| October 18th, 2023 | May 15th, 2024 | |

All meetings are from 3:00-4:00.

J. Graham Brown School
Racial Equity Committee Meeting Agenda

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May 15th, 2024

BROWN SCHOOL EMPT

EMPT GUIDEBOOK | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Attendance (present highlighted): [Cordia Pickerill](#), [Jason Hesley](#), [Elisa Pitmon](#), [Gregory Grazette](#), [Jennifer Funk](#), [Robin Cash](#), [Randi Skaggs](#), [Amy Thornton](#), [David Rutledge](#),

| Agenda Item | Responsible | Estimated Time | Notes |
|--|-------------|----------------|--|
| School Vision | Jason | | |
| Review and add to REC segment of EMPT | All of Us | | WORKING DRAFT OF EMPT |
| REAP Proposed Changes to Admissions Policy | All of Us | | Proposed changes are marked in red. REAP of Admissions Policy |
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J. Graham Brown School
Racial Equity Committee Meeting Agenda
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April 17th, 2024

BROWN SCHOOL EMPT

EMPT GUIDEBOOK | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Attendance (present highlighted): [Cordia Pickerill](#), [Jason Hesley](#), [Elisa Pitmon](#), [Gregory Grazette](#), [Jennifer Funk](#), [Robin Cash](#), [Randi Skaggs](#), [Amy Thornton](#), [David Rutledge](#),

| Agenda Item | Responsible | Estimated Time | Notes |
|--|-------------|----------------|--|
| School Vision | Jason | | |
| Review and add to REC segment of EMPT | All of Us | | WORKING DRAFT OF EMPT <ul style="list-style-type: none">We worked on adding and reviewing our portion of the EMPT. Technical difficulties deleted some of the items we posted. I will ask Amy to review the history to see if we can add those items back. |
| Draft proposal about Student Interviews for SBDM | Cordia | | REC proposes to SBDM that committee members for student interviews be more equitable and reflect the diversity of our student population and that a diverse group of faculty members is represented during those interviews. |

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| Draft proposal for RE to review REAPS and give feedback | Cordia | | REC proposes to SBDM that Racial Equity review and provide feedback on all REAPS. |
| Review PD plan | Cordia | | https://docs.google.com/document/d/e/2PACX-1vT9lmuNQ5Z4odRR5E9Kcs5BRnx7KutnXSF8YRtixY10bdNR3rAZO6_gxrA67gDbSg/pub I reviewed the link shared by Drew, but I have questions about the book being used for PDs and the general plan. It sounds very similar to what our PDs from the last two years have covered. We need more information on how it fits specifically with racial equity, and we would like more intentional training for teachers on building positive social interactions with students. |

J. Graham Brown School
Racial Equity Committee Meeting Agenda

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March 20th, 2024

BROWN SCHOOL EMPT

EMPT GUIDEBOOK | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Attendance (present highlighted): **Cordia Pickerill, Jason Hesley, Elisa Pitmon, Gregory Grazette,** Jennifer Funk, Robin Cash, Randi Skaggs, Amy Thornton, David Rutledge,

| Agenda Item | Responsible | Estimated Time | Notes |
|--|-------------|----------------|--|
| School Vision | Jason | | |
| Sense of Belonging Responses Public Facing Survey Results | All of Us | | <ul style="list-style-type: none">- Reviewed the data- Where are the issues? What are ways that we can work with leadership?- Differences in how discipline is handled between black and white students.- Many students don't see or don't know what staff can do to help.- Changes in how we do interviews of students - Was their representation of minorities in each of the interviews for students? Were other people other than the admin invited? Is it appropriate to have 6th graders have to interview, especially if there isn't representation?- Hiring Practices - Are we putting up more barriers to possibly getting candidates of color because of our steps to hiring- Adults in the building make comments about 'clientele' and 'different types of students' that we're getting and how that can be perceived as coded language.- Is there an orientation for staff that introduces them to the climate/culture of our school?- Can we have an ongoing orientation for new students to help them feel more incorporated into the school? |
| Combining Committees? | | | Discuss Combining our committee with Culture and CLimate since we are doing similar things. We want to keep our committee separate to not lose the purpose of RE, but there is so much overlap between the two groups that it would seem like a great connection. |
| Next Steps: | | | <p>Put information into the EMPT, Amy will assign the domains to address. Domain 3 needs to be addressed at next meeting. Staff will review and be ready for our next meeting April 17 at 3:00p.m.</p> <p>Until next meeting review EMPT - Focus on EXEMPLAR example at the top and on Culture and Climate/Domain 3</p> <p>WORKING DRAFT OF EMPT</p> |

J. Graham Brown School
Racial Equity Committee Meeting Agenda
 November 15th, 2023
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BROWN SCHOOL EMPT

[EMPT GUIDEBOOK](#) | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Attendance (present highlighted): Cordia Pickerill, Jason Hesley, Elisa Pitmon, Gregory Grazette, Jennifer Funk, Robin Cash, Randi Skaggs, Amy Thornton, David Rutledge,

| Agenda Item | Responsible | Estimated Time | Notes |
|---|---|----------------|--|
| School Vision | Jason | | |
| Design a Data Collection Tool for teachers Review '21 and '22 CCS Survey | Amy/Team: -Artifact Collection Tool for teachers -implement our own Culture and Climate Survey (Domain 3) | 15 mins | <p>CULTURE AND CLIMATE SURVEY School Climate Collaboration? Survey LINK</p> <ul style="list-style-type: none"> Reviewed the survey that the climate committee has drafted. We would like to collaborate with them. Discussed asking them to add a question about their grade and adding questions specifically about race. We could look at the questions that we gave to the black student union last year that we could look at. We sent an email to Heather Anderson asking about collaboration. <p>EMPT ARTIFACT COLLECTION Domain 1 Artifacts: Page 16, 21, 26 Last year data collection tool LINK</p> <p>Racial Equity/DEP - Domain 1: Diversity in Curriculum, Instruction, and Assessment</p> <p><i>Curriculum materials accurately reflect the contributions and history of non-White cultures in 80 percent of the school.</i></p> <ul style="list-style-type: none"> We spoke about ways to help teachers show evidence. We were told by the district to try using slides to show our evidence. Amy will draft a slide for teachers to use and send it to the RE team for review. |
| Street Data: Book Discussion Chap. 3-4 | Jason/Codia: What were your biggest takeaways from the readings? How can we use what we learned to positively influence racial equity at Brown? | 15 mins | <ul style="list-style-type: none"> Is the racial gap a construct itself? What if we share videos/presentations with staff monthly? Racial Equity Topic of the month? To help start a regular conversation about race. Consider including succinct graphics on the Buzz, a snippet from Street Data. |
| Guest Speakers | Cordia: Do you all have any names or contact for possible guests | 5 mins | Possible: Councilman Jecorey Arthur |

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| | speakers for faculty meetings? | | |
| Review Racial Envoy Slides | Cordia | 5 mins | |

J. Graham Brown School
Racial Equity Committee Meeting Agenda
October 18th, 2023
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BROWN SCHOOL EMPT

EMPT GUIDEBOOK | **HS EMPT/Racial Equity Checklist (SY 23-24)** | **EMPT EXEMPLAR** | **EMPT TRAINING**

Attendance (present highlighted): Cordia Pickerill, Jason Hesley, Elisa Pitmon, Gregory Grazette, Jennifer Funk, Robin Cash, Randi Skaggs, Amy Thornton, David Rutledge,

| Agenda Item | Responsible | Estimated Time | Notes |
|--|---|----------------|--|
| School Vision | Jason | | |
| Review '21 and '22 CCS Survey | Amy/Team: Review results and looks at ways to implement our own Culture and Climate Survey (Domain 3) | 15 mins | Amy found an easier way for us to review the survey Looked at the data and had a discussion about why in the school belonging section, the overall score is higher than the number of AA females in the Middle and High Schools section. Discussion about how to address this issue: We see an improvement over time from when we started to address this issue 5 years ago. Maybe we should market what we are doing to address this issue. Possibly write an article in Bear Necessities on what we as a school and committee are doing to help our students feel like they belong in our community. How can we use Street Data to address these issues |
| Street Data: Book Discussion | Jason/Codia: What were your biggest takeaways from the readings? How can we use what we learned to positively influence racial equity at Brown? | 15 mins | Briefly discussed the first two chapters. Need to read more chapters before we can answer how we can use this text to positively influence racial equity at Brown. Use the book to help us create our own survey and reduce it to address school belonging and a caring school environment. |
| Guest Speakers | Cordia: Do you all have any names or contact for possible guest speakers for faculty meetings? | 5 mins | Possible: Councilman Jecorey Arthur |
| Next Steps and Next Meeting | | | Read Chapter 3 & Chapter 4 before next meeting which is scheduled for November 15 at 3:00 |

J. Graham Brown School
Racial Equity Committee Meeting Agenda
September 20, 2023
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BROWN SCHOOL EMPT

EMPT GUIDEBOOK | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

| Agenda Item | Responsible | Estimated Time | Notes |
|-------------|-------------|----------------|--|
| | | | |
| Street Data | All Members | 3 weeks | All members of Racial Equity agreed to read independently the prologue and first chapter of Street Data by Shane Safie and Jamila Dugan. Be prepared to discuss at our next meeting. |
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J. Graham Brown School
Racial Equity Committee Meeting Agenda
August 23rd, 2023
 3:00 pm
 Click: [Google Meet](#)

EMPT GUIDEBOOK | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Those invited to the meeting: Cordia, Elisa, Jason, Jennifer, Gregory, Robin, Amy, Randi, David

Staff - Cordia, Jason, Elisa, David, Randi, Gregory, Robin

Parents

| Agenda Item | Responsible | Estimated Time | Notes |
|--|-------------|----------------|---|
| Sharing of the School Vision | | 1 min | |
| Come up with 6 goals aligned to 6 Domains | All | 20 mins | Domain 1 Goal: 1.1: Use the ARE Tool to reflect on curriculum and diversity as it relates to students in class and diversity of the class. During all of our PLC meetings document our equity conversations. 1.2: In collaboration with our PD committee, we will research culturally responsive teaching practices to deliver high yield instructional practices regularly and across all content areas. |

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| | | | <p>1.3: From our research in goal 1.2 we will use multiple forms of assessment regularly and in all content areas to ensure the success of all students and increase achievement for students of color.</p> <p>Domain 2 Goal: For the 2023 - 24 school year, 1/3 of Self-Directed Professional Learning (SDPL) will be focused on culturally responsive teaching practices as evidenced by SDPL agendas.</p> <ul style="list-style-type: none"> - same goal, but different means of achieving it: <ul style="list-style-type: none"> - trauma-informed care modules - 6 more - ELA & math book studies - new book to focus on - Cordia's book <i>Street Data</i> - Randi, Angela, & Cameel in JCPS Dept. Diversity, Equity, and Poverty Coaching for Equity cohort - embedded time for teachers to observe other teachers <p>Domain 3 Goal: To increase a sense of belonging with our students of color by:</p> <ul style="list-style-type: none"> • Culture and Climate survey for all students sent out by Racial Committee at Middle and End of the school year. <p>Domain 4 Goal: For the 23-24 school year, our school will increase enrollment in our accelerated courses and/or Gifted and Talented programming.</p> <ul style="list-style-type: none"> • Student enrollment in Allied Health, Digital Literacy, Work Based Learning, UPS and JCTC. <p>Domain 5 Goal: Gregory & Jason For the 2022-23 school year, 85% of the interview committees for selecting new teachers to Brown include key black, indigenous, and people of color.</p> <ul style="list-style-type: none"> • Continuing from last year, 100% of our question slates for interviewees will have two questions focused on effective teaching and/or developing positive school culture for learners/families of color. <p>Domain 6 Goal: Every committee chairperson at the J. Graham Brown School will send their REAP for all activities, policies and initiatives to the SBDM for approval.</p> |
| Book Study: Street Data - Ch 1 | Cordia | 20 mins | <p>Began the Book study and assigned for us to discuss and read the forward.</p> <p>We have chosen to do this book study to strengthen our committee practices and help to facilitate growth and a broader understanding of racial equity throughout our school community.</p> |
| Guest Speakers | Cordia and All | 4 mins | <p>Gregory has two speakers ready to come present to our faculty. Cordia will be scheduling a time during faculty meetings for them to come and speak to our faculty and staff.</p> |
| Discussion | <p>Gregory pointed out during classroom observations as he is Co-Teaching how two different classes sat with their same group of people and it reminded him of the book he read "Why all black kids are sitting together in the cafeteria". Discussed how to address this issue intrinsically with students.</p> | | |

J. Graham Brown School
Racial Equity Committee Meeting Agenda
August 16th, 2023
 12:30 pm
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BROWN SCHOOL EMPT

[EMPT GUIDEBOOK](#) | [HS EMPT/Racial Equity Checklist \(SY 23-24\)](#) | [EMPT EXEMPLAR](#) | [EMPT TRAINING](#)

Those invited to the meeting: *Cordia, Elisa, Jason, Jennifer, Gregory, Robin, Amy, Randi, David*

Staff - Amy Thornton, Cordia Pickrell, Jason Hesley, Robin Cash, Gregory Gazelle, Randi Skaggs, David Rutledge

Parents - None Present

| Agenda Item | Responsible | Estimated Time | Notes |
|--|--------------------------|----------------|---|
| Sharing of the School Vision | Elisa | 1 min | Read Vision |
| Review the EMPT results and collect reflections | Cordia, Jason, and Elisa | 15 mins | <p>Cordia presented the EMPT to the committee to review</p> <p>What stood out to the committee:</p> <p>Domain 1:</p> <ul style="list-style-type: none"> We need to add to the EMPT the murals that the Visual Arts Classes added to domain 1 since this happened during the classroom curriculum. Discussed how domain 1 is listing 2 categories within the Success Criterion, making it difficult to find artifacts <p>Domain 2:</p> <ul style="list-style-type: none"> Suggest we closely collaborate with the PD committee when planning racial equity PD's Why is Middle School BSU listed in this domain? Used the survey the group did with students to guide our PD training based off the results of the survey. Discussed referrals and student behaviors in that we are being equitable bc district looks at race when the data is turned in. <p>Will review the remaining Domains in our next meeting</p> |
| EMPT results for all JCPs High Schools for 2022-23 | | 0 mins | <p>We had one of the best ones!</p> <p>Continue at our next meeting</p> |
| EMPT Exemplar | | 0 mins | Look at in our next meeting. |
| Come up with 6 goals aligned to 6 Domains | All | 20 mins | <p>Domain 1 Goal: Jennifer & Elisa</p> <p>1.1: Use the ARE Tool to reflect on curriculum and diversity as it relates to students in class and diversity of the class.</p> <p>During all of our PLC meetings document our equity conversations.</p> <p>1.2: In collaboration with our PD committee, we will research culturally responsive teaching practices to deliver high yield instructional practices regularly and across all content areas.</p> |

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|----------------------------------|---|--------|---|
| | | | <p>1.3: From our research in goal 1.2 we will use multiple forms of assessment regularly and in all content areas to ensure the success of all students and increase achievement for students of color.</p> <p>Domain 2 Goal: Amy & Randi For the 2023 - 24 school year, 1/3 of Self-Directed Professional Learning (SDPL) will be focused on culturally responsive teaching practices as evidenced by SDPL agendas.</p> <ul style="list-style-type: none"> - same goal, but different means of achieving it: <ul style="list-style-type: none"> - trauma-informed care modules - 6 more - new book to focus on - Cordia's book <i>Street Data</i> - Rand, Angela, & Cameeli in JCPS Dept. Diversity, Equity, and Poverty Coaching for Equity cohort - embedded time for teachers - to observe other teachers <p>Domain 3 Goal: David & Elisa/Cordia</p> <p>Goal: To enhance school culture and climate, have more speakers come in to speak to students and teachers, coffee and conversations with BSU and counselors, advertise more the monthly diversity speakers that are featured in the diversity newsletter, including all cultures. Providing a resource page of speakers that teachers have used so other classrooms can utilize these speakers</p> <p>Domain 4 Goal: Robin & Cordia</p> <p>Domain 5 Goal: Jason and Gregory For the 2022-23 school year, 85% of the interview committees for selecting new teachers to Brown include key black, indigenous, and people of color.</p> <ul style="list-style-type: none"> - Continuing from last year, 100% of our question slates for interviewees will have two questions focused on effective teaching and/or developing positive school culture for learners/families of color. <p>Domain 6 Goal: Committee Together</p> |
| Set dates and times for meetings | All | 4 mins | Next Meeting scheduled for Aug 23, 2023 3:00 in Counseling Suite Board Room |
| Preparation: | Next meetings are: Rough draft of our Goal we wrote, new ideas to add to the racial equity meeting. Complete reviewing the domains, review EMPT results and exemplar. | | |