



E.R.A.C.

ERAC Meeting Agenda

June 10, 2019 5:00 – 7:00PM

John Stanford Center for Educational Excellence (JSCEE)
Room 2700

Agenda Item	Time	Lead(s)
Welcome Agenda Review <i>*notes from the May meeting are on the back, not necessarily in order of tonight's agenda</i>	5:00 – 5:10PM	Keisha Scarlett
ERAC's Year in Review <ul style="list-style-type: none"> • Policy 0030 2018-19 Report Review • Review Recommendations for Workforce Equity 	5:15 – 6:15	
New Membership Drive ("ERAC 2.0")	6:15 – 6:45	
Next Steps <ul style="list-style-type: none"> • July meeting? • August Retreat 	6:45	
Adjourn	7:00	

Committee Meetings – Academic Year 2018-19

	Meeting Type	Attendees
AUGUST tbd	ERAC Summer Retreat	

ENSURING EDUCATIONAL AND RACIAL EQUITY – POLICY #0030

Racial Equity Analysis—The district shall review existing policies, programs, professional development and procedures to ensure the promotion of racial equity, and all applicable new policies, programs and procedures will be developed using a racial equity analysis tool.

The Superintendent is authorized to develop procedures to implement this policy, including an action plan with clear accountability and metrics. At least annually the Superintendent shall report to the School Board on the progress towards achieving the goals outlined in this policy. The report shall be based on the annual goals of the district's Equity and Race Advisory Committee which are set in partnership with the Superintendent and the School Board.

Keisha's notes from the May 20, 2019 ERAC meeting:

- ERAC Membership/Recruitment
 - How do we have a membership which reflects the diversity of families?
 - What do we want to recruit community/families into? (Anindita has ideas about this)
 - How do we support families who want to share their stories of the inequities they experience? How ERAC be structured to open this time and focus on goals?
 - We need a lead for this membership drive – Who is interested in leading this?
- 0030 and Strategic Plan Alignment Documents
 - We shared three documents that show the alignment between 0030 and the new Strategic Plan; and a document that takes the recommendations from a number of committees and aligns them to 0030 and the new strategic plan. These document show areas of convergence and synergy across the committees. These strategies are low hanging fruit to support our working with committees to develop procedures for 0030SP. (Please see attached)
- Drafting – Recommendations for Workforce Equity
 - We worked on drafting the 0030SP starting with Workforce Equity as a focus area – recruitment, hiring and retention
 - These options need to be winnowed down and share with other committees in the Equity Collaborative for their recommendation ideas and priorities. ERAC started the process.
 - Here is the link to the draft document – feel free to add more options <https://docs.google.com/document/d/1V9ep0pgg3oYVOI43FY18hjlQiluhAsitEw34c3LobNo/edit>
 - It may be a good idea to assign focus areas to other committees and share what we came up with at the August 24th retreat (Save the Date). We will solidify this option on June 10th.
- Supt. to attend June 10th ERAC meeting
 - Supt. Juneau asked to come by the June 10th meeting. I will find out what she would like to share and how long for that agenda.
- Policy 0030 Annual Report
 - The annual report was submitted from the Equity, Partnership and Engagement division to the Supt. This year's report is more of a narrow, impact-focused report out of equity-focused initiatives. (Please find attached)