

Approved

Minutes to be approved Feb. 14, 2008

Jan. 24, 2008

DIVERSITY TASK FORCE MEETING MINUTES

Meeting called to order: 4:27 p.m.

Members present: Jennifer Schultes, Clifford Elhart, John Holbrook, Mel Hamilton, Debi Wheeler

Minutes read for meeting: Jan. 24, 2008. Motion to approve made by Mel, seconded by John. Minutes approved.

Financial report: None given.

Committee Reports:

Policies: None given.
Training: None given.
Programs: None given.

Announcements: Jennifer announced that Doreen McGlade stopped by her office, telling her again how much she wants to join the Task Force, but that she couldn't attend today's meeting. However, she is planning on being at the next meeting.

New Business:

Denver Post article – Black teen acquitted of punch: John told the DTF members present about the article he found about the black student who, while defending himself, punched a white student who had been harassing him (Jennifer emailed this to the DTF Jan. 28). John asked Mel how NCSD would handle a situation like this. Mel said he forwarded the email to principals and cabinet members and received one response (from Mike Bond saying it was "terrible").

Equality Day/civil rights issues: Mel asked if anyone dealt with any civil rights issues on Monday (Jan. 21). Jennifer mentioned that she had no idea there was a march, or that DTF members would present, and that had she known, she would have been there to help.

Old Business:

National diversity programs: The group discussed the national diversity programs Jennifer found. She handed out copies of the materials she found (with the exception of the workbook, which she will bring to the next meeting). She also told the group that she recently participated as an adult facilitator at Dean Morgan's Challenge Day, and what a wonderful experience it was. Mel explained to the group that Wayne Beatty is in charge of the program, and

that every school used to do it, for about five years, consistently. The rumor spread, though, that it was a euphoric day that didn't last. Jennifer mentioned that there are three-day work sessions available for adults. She will talk to Wayne about the program and why it's no longer in every school.

Survey: Jennifer told the group about Kelly's email about using Survey Monkey (that it is free and easy to use: You have to submit the questions and possible answers, and the program tallies the results for you). She also told the group that Trevor had said he could pull diversity-related questions and their results from last year's HSSE survey. The Task Force liked this idea. Jennifer will talk to Trevor about gathering the data. Mel and Jennifer will review it before presenting the findings to the Task Force.

Diversity coordinator position: Mel told DTF members that he and Jennifer attended the HR Subcommittee meeting, which was Jan. 14. He explained that this is the group that approves to present the position to the Budget Committee. The HR Subcommittee unanimously agreed to do so. Mel explained that he didn't have to talk about the Task Force's wishes to have the coordinator report to C&I and HR, because the paper that was handed out to the subcommittee members already had this information listed. He did, however, mention to the subcommittee that because this position would work with kids, the Task Force feels it should be under C&I. Mel told the Task Force he felt that the subcommittee "didn't want to hear it." He hoped that the district would agree to pay for the position's salary, although the subcommittee said they're out of money. Mel admitted that at one time, he had said the DTF would pay \$35,000 for the salary. The HR Subcommittee agreed that the DTF would pay for the first year's salary, and would then be a standing budget item. Mel told the group that the subcommittee agreed that it would take six months for the person to get their feet on the ground. As soon as the Budget Committee approves it, the position will be posted for two weeks (listed as salary starting at \$35,000 plus benefits). Mel explained that his regional research (he looked at Aurora, Boulder and Cherry Creek school districts), led him to find that similar jobs are masters-level and have a seat on the cabinet. Mel expressed his feeling that this job needs to be a director position. He said he mentioned this to the subcommittee, but no one said anything. Mel said what we need to do is get this coordinator's position, and then increase the position, title, etc. Clifford expressed his concern at offering a position at one level, then raising it after the fact, and that he doesn't think, given the difficult scope of this job, that we'll find someone credible enough starting them at \$35,000. Mel said it was hard enough getting this position approved; he doesn't want to take the chance of going back and saying, "Woops, we made a mistake." Mel will find out what the demographics were in the recent salary restructure, as he believes this played a big role in the salary options for the diversity coordinator position. He also said that through his research, he found that diversity directors have a staff working under them. The group talked about how much intolerance there is in the Natrona County School District, and what a challenge the coordinator will be up against. Mel will research the past 100 referrals in order to build a database of what's been going on in the district. Clifford expressed concern that Mel move forward with caution, lest Mel get tarnished by "poking his nose into areas." Mel appreciated the concern, although he pointed out: If the DTF can't find this information, who can? He said he'll just go to Superintendent Lowham and tell him he wants to do a study for the DTF. John suggested getting one or some of the people Mel has been talking to from Colorado to come up and speak with us about what their program(s) is/are like (if we can ensure more than

five DTF members will come to that meeting, as it might be offensive, as Clifford pointed out). Mel will inquire about this, and he will also send the job description to them for input. He will ask Crystal when the position is expected to go to the Budget Committee.

Proposed agenda items for next meeting:

- No suggestions made

Motion for adjournment: Made by Mel

Meeting adjourned: 5:30 p.m.

Next meeting: Thursday, Feb. 14, 4:15 p.m., ODC

Minutes submitted by: Jennifer Schultes, Secretary