



AUSTIN
Independent School District



Equity Advisory Committee

December 7, 2021



AUSTIN
Independent School District



Call to Order

Sachi Edson



Interpretation Services Meeting Updates

Interpreters & EAC Coordinator

Interpretation Services

- All participants in this meeting must select a language.
- It is important that ALL participants select a language.
- If English speakers do not select a language, they will be unable to hear the interpreter if at any point the interpreter needs to address the English group.

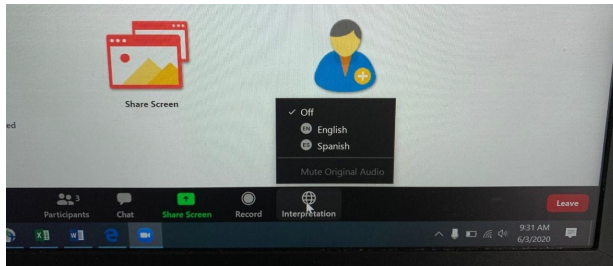


Please Choose Your Preferred Language For The Meeting Elija el Idioma en el Que Prefiera Escuchar la Junta

On a desktop or laptop

En una computadora de escritorio o una computadora portátil

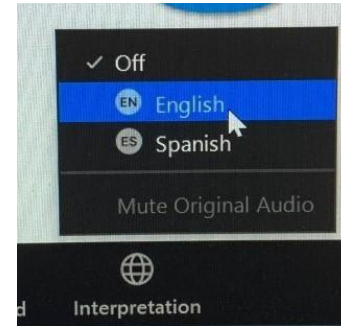
1. Hover at the bottom of the screen to see the toolbar and click on the Interpretation icon.
 - Ponga el cursor en la parte de abajo de la pantalla para ver la barra de herramientas y haga clic en el ícono del globo terráqueo que dice “Interpretation”.



*The interpretation feature is not available in some devices.

*La función de interpretación no está disponible en algunos equipos.

2. Click on your preferred language.
 - Haga clic en el idioma de su preferencia.



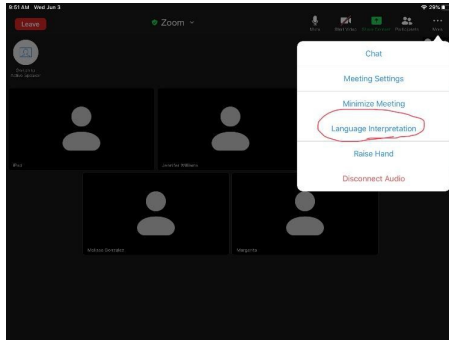
3. If you don't want to hear the original language in the background, click on Mute Original Audio. This sometimes can help when the sound is choppy.
 - Si no quiere escuchar el idioma original en el fondo, haga clic en “Mute Original Audio”. Esto a veces puede ayudar cuando el sonido se está cortando.



Please Choose Your Preferred Language For The Meeting Elija el Idioma en el Que Prefiera Escuchar la Junta

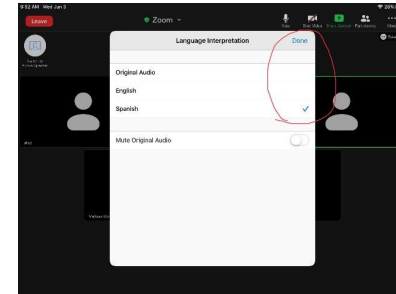
On an iPad
En un iPad

1. Press the three dots on the upper right corner to access the menu and select Language Interpretation.
 - Presione los tres puntos del menú arriba a la derecha y seleccione “Language Interpretation”.



*The interpretation feature is not available in some devices.
*La función de interpretación no está disponible en algunos equipos.

2. Select your preferred language.
 - Seleccione el idioma de su preferencia.



If you don't want to hear the original language in the background, click on Mute Original Audio. This sometimes can help when the sound is choppy. Press Done.

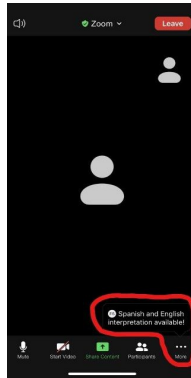
- Si no quiere escuchar el idioma original en el fondo, haga clic en “Mute Original Audio”. Esto a veces puede ayudar cuando el sonido se está cortando. Presione “Done” cuando termine.



Please Choose Your Preferred Language For The Meeting Elija el Idioma en el Que Prefiera Escuchar la Junta

On an iPhone
En un iPhone

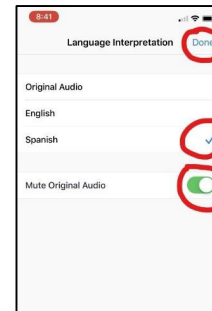
1. Press the three dots (More) on the lower right corner to access the menu.
 - Presione los tres puntos del menú “More” abajo a la derecha.



2. Select Language Interpretation.
 - Seleccione “Language Interpretation”.

3. Select your preferred language. If you don't want to hear the original language in the background, click on Mute Original Audio. This sometimes can help when the sound is choppy. Press Done.

- Seleccione el idioma de su preferencia. Si no quiere escuchar el idioma original en el fondo, haga clic en “Mute Original Audio”. Esto a veces puede ayudar cuando el sonido se está cortando. Presione “Done” cuando termine.



*The interpretation feature is not available in some devices.
*La función de interpretación no está disponible en algunos equipos.



Public Comments

- Sign-up on [Google Form](#) before meeting
- During meeting -- type the word “*casa*” in chat bar or use the “raise hand” Zoom feature
- 20 minutes total for Public Comment. 2 minutes per speaker. Please say your name before making comment
- For other agenda items, co-chairs will announce if public commentary is designated for that part





Meeting Minutes

Sachi Edson

Approval of Meeting Minutes

[10.05.21 Meeting Minutes](#)

[10.27.21 Meeting Minutes](#)





AUSTIN
Independent School District



Public Comments

Vanessa Santamaría-Dainton



EAC Community Agreement

Sundal Ali

EAC Community Agreement

- Staying engaged (video on if possible, active participation)
- Share and make space for others to share
- Assume and commit to positive intent; assume responsibility for impact
- Center students in our decision making
- Focus on the problem, not the person
- Say what you mean and mean what you say
- Provide context
- Be transparent and authentic
- Listen to understand, not to respond





Community Building & Education Subcommittee Exercise

Subcommittee Co-Chairs



Personal Identity Wheel

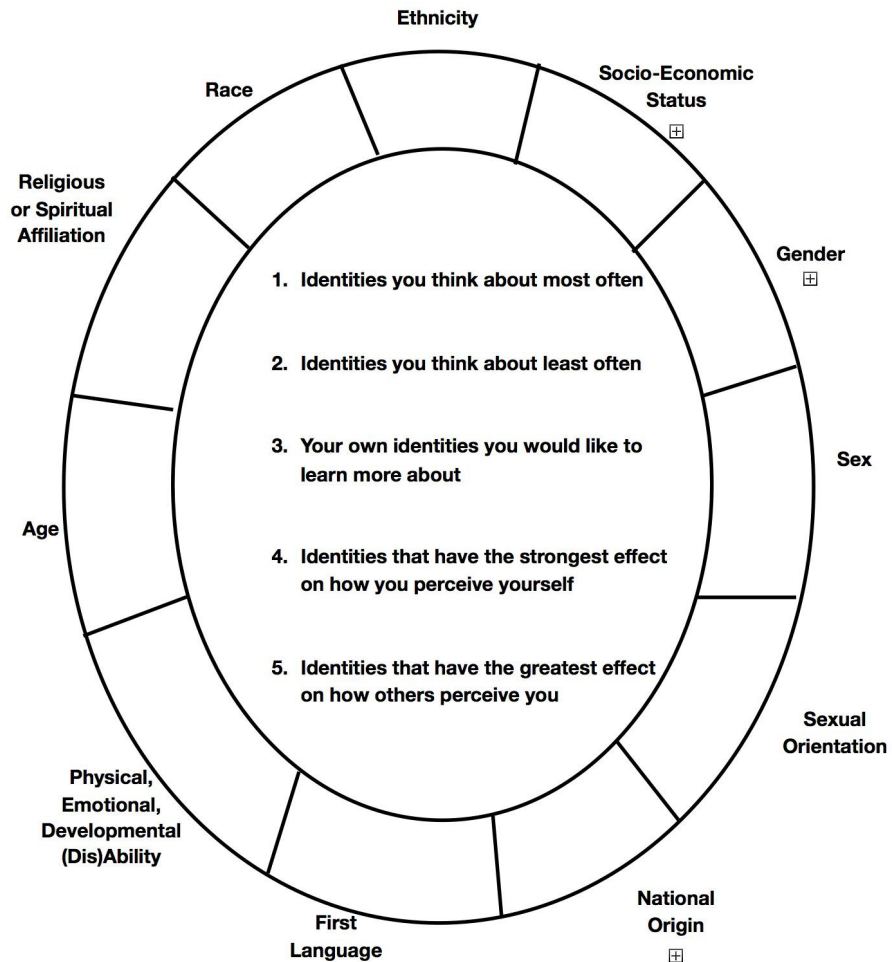
- Adjectives to describe yourself or skills you have or favorite books, hobbies, etc.
- Outside of social identifiers
- Deemphasizes context & perception



Social Identity Wheel

- Self-concepts based on our membership in social groups.
- How our personal identities are or aren't informed by your social identities.
- “Us” and “them”
- Social identities impact our values, the stories we tell about ourselves and others, and guide our behaviors.





“Whether we are aware of it or not, we are all assigned multiple social identities. Within each category, there is a hierarchy - a social status with dominant and non-dominant groups.”

[National Museum of African American History & Culture](#)





EAC Wins, Challenges, and Direction

EAC Co-Chairs

Wins

- Successful completion of the Equity Assessment RFP
- Harness momentum in a virtual capacity
- Community Led

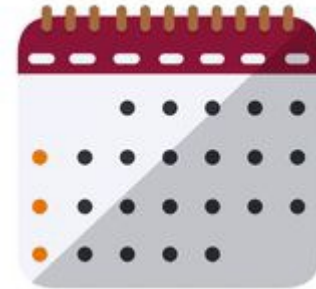
Challenges

- Student Voice
- Time Investment
- Concrete Recommendations

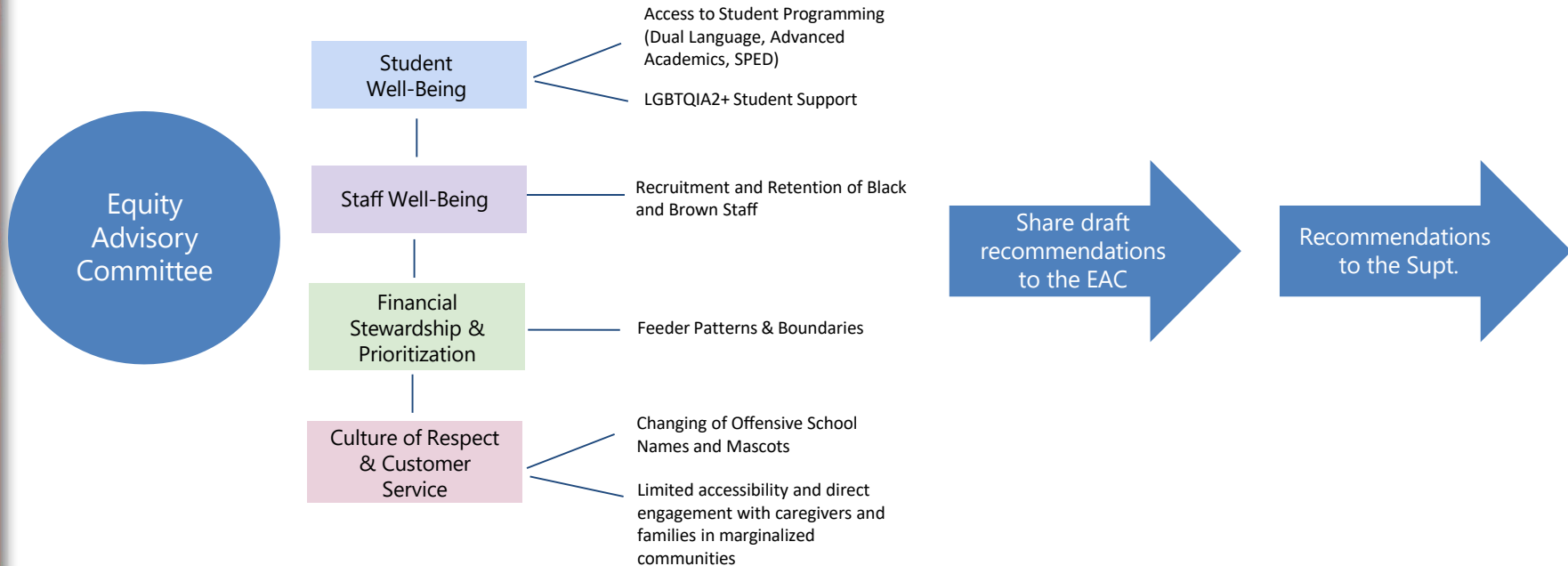


2022 Meeting Dates

- Will continue to be on the 1st Tuesday of each month
- Moving to a hybrid model
- 2022 Dates
 - January: No Meeting
 - February 1
 - March 1
 - April 5
 - May 3
 - June & July: No meetings
 - August 2
 - September 6
 - October 4
 - November 1
 - December 6



EAC Structure - Reset



Source: [Equity Action Plan](#)



EAC Subcommittees Structure

- Self-select into subcommittees using [this spreadsheet](#)
- Goal of the subcommittees will be to:
 - Meet monthly to discuss and share ideas to address the subcommittee’s given issue
 - [Subcommittee guidelines for meeting and structure will be provided](#)
 - Provide monthly updates to the EAC
 - *Each monthly EAC meeting will have time for share outs + a subcommittee spotlight*
 - Provide recommendations to the Superintendent on how to address the subcommittee’s identified problem
 - [A template to draft recommendations will be provided](#)



Next Steps

1. Identify a subcommittee you are interested in and [sign up on this form](#). If you would like to be a co-chair, indicate that as well.
2. Meet with your subcommittee in January 2022.
3. Prepare to share your subcommittee's initial action steps/ideas in the February EAC meeting

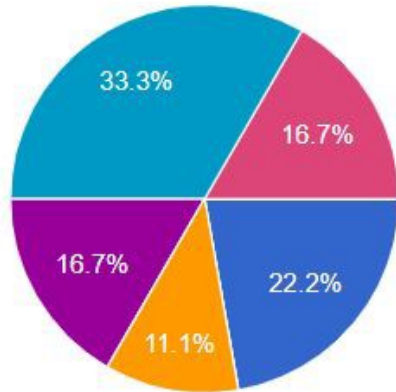




Equity Assessment Evaluation Team Update

EAC Coordinators

Breakdown of Evaluation Team



- Campus Administrator
- Campus Paraprofessional (e.g., teachi...
- Campus Professional (e.g., counselor, ...)
- Clerical/Office Staff
- Teacher
- Central Office Administrator
- Central Office Professional
- Custodial Services Staff
- Food Service Staff
- Transportation Staff
- Paraprofessional Staff

Campus Representation: Teachers, Librarians, Principals, Asst. Principals (45%)

Central Office Representation: Operations, Finance, Human Capital, Equity, Campus/District Accountability, School Leadership, Academics, Parent Engagement Support Office (55%)





EAC Membership Update

EAC Coordinators

EAC Membership is Open!

- EAC general membership is now open! We are looking for community members/parents, students, teachers, and principals to fill open positions
- If you have been an ACTIVE EAC Subcommittee member, please email Sundal and Farid with the following information if you are interested in being an EAC member:
 - Name
 - Phone Number
 - Zip Code
 - Role in the Community
 - If you have children in AISD schools, what schools they attend
 - Race/Ethnicity and Gender Identity
- If you have not been an active EAC subcommittee member but would like to be considered to be an EAC member, please complete the district advisory body application form: <https://www.austinisd.org/advisory-bodies/application>



EAC Co-Chairs Election

- EAC Co-Chairs election will be held in March 2022
- EAC members who have been active for 1 year are eligible to be an EAC co-chair
- Begin preparing for nominations and the election!





AUSTIN
Independent School District



Next Steps

Farid Razavi & Sundal Ali

Next Steps

- Identify a subcommittee to join
- Meet with your subcommittee in January 2022
- No EAC meeting in January-just the EAC
Co-chairs and Subcommittee Leaders will meet



Next EAC Meeting

Tuesday, February 1st at 5:30pm
Zoom & In-Person





Optimistic Closing & Adjournment

Vanessa Santamaría-Dainton