

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.
When: May 14, 2020 05:30 PM Central Time (US and Canada)
Topic: Community Equity Commission

Please click the link below to join the webinar:
<https://us02web.zoom.us/j/85360285673>

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Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

Community Equity Commission
May 14, 2020 at 5:30 PM

Agenda

1. Welcome/Introductions
2. Approval of April 30, 2020 Minutes
3. Small Group Reports and Discussion
4. Election of Commission Chair
5. Public Comment
6. Next Meeting Date
7. Adjourn

The City of Clayton
Community Equity Commission
Virtual Zoom Meeting
April 30, 2020 at 6:00 PM

Minutes

Roll Call

Present: Yvonne Tisdell, Laura Horwitz, Adam Sheble, Chris Schmiz, Ben Uchitelle, Stuart Berkowitz, Francis Pires, Dr. Sean Doherty (ex officio), Rev. Laurie Anzilotti (ex officio), JoAnna Schooler (ex officio), and Darlene Reed (ex officio).

Additional: Alderman Boulton, Alderman Buse, City Manager Gipson, Assistant to the City Manager Andrea Muskopf, June Frazier (City Clerk), Rachel D'Souza-Siebert (Gladiator Consulting), and Ann Fischer-Jackson (Gladiator Consulting)

Welcome/Introductions

City Manager Gipson welcomed everyone to the meeting.

Minutes

Ben Uchitelle moved to approve the April 30, 2020 minutes. Laura Horwitz seconded the motion. All were in favor.

Update from Gladiator Consulting

Please see attached report from Gladiator Consulting.

Presentation: School District of Clayton

Dr. Sean Doherty discussed the work and steps the School District of Clayton has taken to address equity issues as well as challenges they have faced.

Public Comment

Lily suggested posting link on the city website because she couldn't find it and offered the Commission resources within the community.

Adjourn

Ben Uchitelle motioned to adjourn the meeting. Yvonne Tisdell seconded the motion. All were in favor. The meeting adjourned at 7:19 pm.

Facilitators' Report
Community Equity Commission
Virtual Zoom Meeting
April 30, 2020 at 6:00 PM

Welcome & Introductions

- City Manager Gipson welcomed everyone.
- The Commission approved the minutes and Gladiator Consulting was introduced.

Update from Gladiator Consulting

- Rachel introduced the agenda and reviewed operating procedures.
- Rachel explained that the Commission Chair will be selected at the next meeting as it is the last meeting that Gladiator will be facilitating. Housekeeping: RDS reviews operating Procedures
- Ann provided a recap of the comments from the Commission Members with all expressing a sense of urgency to dive deep.
- Ann reviewed the survey, which was sent out, including:
 - Purpose
 - Identify inequalities
 - Create inclusivity
 - Racial equity as the guiding principle
 - Priority areas:
 - Education
 - Policing
 - Housing
 - Jobs
 - Community assessment/community led
 - Data needs
 - Assessing best practices
 - What was learned from the survey
- Thoughts for the members to consider:
 - How do we narrow the focus?
 - What does community building look like?
 - How do we gather community feedback/perspectives? Especially in the time of COVID-19?
 - Create a broad range toolkit for the city?
 - Larger presence for the commission on the web and socials
 - Intentionally racial inclusion in next SP
 - Policing, housing, city policies

Voting Member Comments

Gladiator asked the Commission Members to share their thoughts since the last meeting.

- Stuart Berkowitz: Pass
- Laura Horwitz: Purpose is much clearer than where we left off last time. Excited to see the convergence around the racial equity focus. Short- and long-term priority setting is too broad. Can the elected officials help us with data? How can we pick an important and winnable focus?

- Yvonne Tisdell: Huge progress! Concern is what do we do when we lose our consultants? Can we add more to the budget for Gladiator?
- Adam Sheble: Pass
- Ben Uchitelle: Thanks! Looking forward to the work ahead. Commissioners need to get to know each other. Good rep of peeps. Can learn from Kirkwood. Trying to seek a method of making Clayton more welcoming. "Alleged" racial profiling. Can we correct ourselves? Perhaps we can do some dramatic things, but we can "let things unfold".
- Francis Pires: Pass
- Chris Schmiz: Happy to see consensus on leading with racial equity. It would be nice to keep consultants, especially with COVID-19.

School District of Clayton Presentation

- Dr. Doherty shared the work that is being done within the School District of Clayton.
 - It is a work in progress. Work needs to be made systemic. Have a lot of work to do.
 - We started this work because our disaggregated data shows disparities with black students. Long history. Never had sustaining initiatives.
 - 2016: achievement gap initiative- felt deficit thinking. Wanted to shift the focus paradigm on what the adults (not the students) could do better. Shift the problem from the students' gap.
 - What are barriers to students being successful? Deep dive into representation by race across programs to identify disparities.
 - Brought in a consultant to help group understand how systemic racism started historically. We have to be the ones to break systems.
 - Focus areas:
 - School culture
 - Data
 - Community partnerships
 - HR
 - Research
 - Best practices
 - Professional Development and DEI
 - Wanted to be sure everything had an equity lens. People often don't realize they have bias.
 - Ask REAL questions about why students are not successful. Again, change the paradigm. Expect success. Demand excellence, not lowering expectations. How do we put a test in place that looks at the potential of ALL students? Identify bias in the testing.
 - This has increased representation in gifted and AP courses.
 - This has been paired with student clusters that have support systems and networks.
 - Moving toward sustained vs. sporadic improvement.
 - Everything MUST have an equity lens; including future strategic planning
 - Collecting data is so important. Panorama survey. Can we get data about how students are feeling? Do they have a sense of belonging? This really informs their work.
 - Outcomes: Incremental change in data. Racial Equity focuses on all conversations around practices (grading, school goals, etc.) but it is easy

to do too much... must look at what has impact. Better to do a few things well that has data-proven impact.

- Questions:
 - **Laurie Anzilotti:** what role did blacks have in the planning?
 - **Answer:** Groups with black families informed process. Also, they have regular community conversations around a series of political and community events. These conversations inform next steps.
 - **Laura Horwitz:** Diversity of the school population is decreasing, and district doesn't have a choice about this. Inherent challenge- how do you create a culture that is inclusive, if the district isn't diverse? What priorities might remove an obstacle in your work? Also, can you give us a before and after sense in the COVID-19 world? How will your work be different?
 - **Answer:** SWAT analysis threat was the actual population. Decrease of black students is real. Most black students are part of the voluntary transfer program, which is fading.

NOTE: Sound was lost for about 4 minutes here during the Q and A.

- **Susan Buse:** We Stories and Stockley Verdict. The School District is doing a lot to work toward those outcomes. Many people came to Clayton because of how strong the district is.
- **Chris Schmitz:** How did you decide what would make up your equity lens? What are the components?
 - **Answer:** The focus was on black students. Data showed that was what had to be the focus. We are saying that everyone gets what they need, not exactly the same thing. Question to consider: who does this impact? Are the communities disproportionately impacted? The lens means we are trying to apply these kinds of questions to all the policies and decisions we are making. Our goal is our leaders have the capacity to do this and are automatically doing this.
- **Ben Uchitelle:** What could the city do to increase minority students?
 - **Answer:** Engage minority citizens. How do we do that? What makes them feel they have a sense of belonging? How can we promote Clayton as a community that wants to be a diverse community?
- **Ben Uchitelle:** The history of Clayton notes that there was a black school and community that was shoved out through development. Economically, can we right that prior wrong?
- **Laurie Anzilotti:** These first steps- engagement- are so important. Speaking with POC about their experiences and perceptions. Essential first step. Before you can build things.
 - **Answer:** Opportunities for families to share how they feel. This is crucial. Families that live outside the district also. Helpful and hard. Hearing stories about black students being profiled is painful.

- **Ben Uchitelle:** Commission is going to work on it!
- **Darlene Reed:** How did you handle resistance from staff and community with this culture change?
 - **Answer:** It has been difficult. Must be cognizant of standards of professional practices. Have had tough conversations, but usually they are supportive, sometimes though peeps feel they have already “arrived” and don’t need more learning. These are usually the folks doing harm. Have had people who have moved on, and that is ok. For the most part, people have been receptive to learning rather than feeling guilty. Be the best person you can for your students. Have also used Harvard Implicit Bias test. Tiered professional learning over 6 years. Ends in action research and data collection.
- **Yvonne Tisdell:** This is excellent. I would be happy to have my kids go to Clayton. How long did the strategy take? And, can what were the takeaways from sense of belonging surveys?
 - **Answer:** Within the first year, they built the strategy. Putting in place since 2016. Still evolving. What is having impact and what isn’t? For example, diversity recruitment events around hiring. Not much success, so revamped. Shifted to relationship building and networking rather than interviewing. This has been more successful. Flexibility in approach is so important. The sense of belonging data was more positive than they thought! Black students had a strong sense of belonging. Outlier was that Asian students did NOT feel they had a sense of belonging.

Discussion: Reflection Questions

Ann encouraged the members to keep these thoughts in mind. *How can we apply these thoughts to our work?*

Public Comment

None.

Closing Comments

Anne explained that Gladiator’s contract is through the next meeting. We want to leave you with a Chair. You don’t know one another enough to elect a chair. Follow up will be to pair you in groups of 2 or 3 so that you can get to know each other better, consume the materials, and then have smaller group discussions. Rachel and Ann will put together the structure and the Commission will take the lead on the small group chats.

Going forward, meetings will occur on the second and fourth Thursday of each month at 5:30 pm.

Everyone thanked Dr. Doherty. Very helpful!

Public Comment: Lily suggested posting link on the city website because she couldn’t find it. She thanked Sean and added that there are a lot of eager community members who care

deeply about racial equity. These connections are available if they are interested in feedback and/or talking to these folks. There are members out there.

Laura Horwitz said she was struck by Sean's last point about belonging survey and Asian members. We don't have a representative group on the commission. We need to think about racial equity as it pertains to Asian populations.

Ben Uchitelle moved to adjourn. Yvonne Tisdell seconded the motion.

Adjourned.

DRAFT