

**African American Black Student Success Plan**  
**Advisory Group Meeting Minutes**  
**February 2, 2018 | 9:00 a.m. – 2:00 p.m. | Oregon Department of Education**

**Meeting Scribe: Cynthia Garton**

**PARTICIPANTS**

- |                                                            |                                                           |                                                    |
|------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------|
| <input checked="" type="checkbox"/> Abdi Jamac             | <input checked="" type="checkbox"/> Laurie Wimmer         | <input type="checkbox"/> George Russell            |
| <input checked="" type="checkbox"/> Ben Cannon             | <input checked="" type="checkbox"/> Lillian Green (phone) | <input type="checkbox"/> Joe McFerrin              |
| <input checked="" type="checkbox"/> Bobby Bridges, Jr.     | <input checked="" type="checkbox"/> Mark Jackson (phone)  | <input type="checkbox"/> Marjorie Trueblood-Gamble |
| <input checked="" type="checkbox"/> Cynthia Richardson     | <input checked="" type="checkbox"/> Dr. Markisha Smith    | <input type="checkbox"/> Nkenge Harmon Johnson     |
| <input checked="" type="checkbox"/> Earlean Wilson-Huey    | <input checked="" type="checkbox"/> Dr. Reginald Nichols  | <input type="checkbox"/> Dr. Paul Coakley          |
| <input checked="" type="checkbox"/> Frank Hannah Williams  | <input checked="" type="checkbox"/> Renee Anderson        | <input type="checkbox"/> Ron Herndon               |
| <input checked="" type="checkbox"/> Joyce Harris, Co-Chair | <input checked="" type="checkbox"/> Shelaswau Crier       | <input type="checkbox"/> Tony Hopson, Sr.          |
| <input checked="" type="checkbox"/> Kali Ladd (phone)      |                                                           | <input type="checkbox"/> Dr. Yvette Alex Assensoh  |
| <input checked="" type="checkbox"/> Dr. Karen Fischer-Gray | Members not present                                       |                                                    |
| <input checked="" type="checkbox"/> Kendra Hughes          | <input type="checkbox"/> Abdikadir Bashir                 |                                                    |

Item	Discussion	Action
<p><b>Welcome</b> Chair Joyce Harris</p> <p><b>New Business</b></p> <ul style="list-style-type: none"> <li>• Review and Approve 12/1 Meeting Minutes</li> <li>• Department Updates</li> <li>• School/Community updates</li> <li>• Advisory Group Discussions</li> </ul>	<p>Joyce Harris called the meeting to order and introduced herself as Chair. She announced that co-chair Charles McGee has resigned from the committee. Dr. Darryl Tukufu explained that with advisory group review by Colt Gill, there was a decision that there could be one chair. If we go with co-chair, it will be discussed. Joyce Harris said that members of the Group were appointed by Salam Noor, and that she and Charles McGee had also received co-chair letters. New appointments now by Colt Gill.</p> <p>Joyce Harris did roll call, then asked the Group to review Dec. 1 meeting minutes. Ben Cannon moved to approve the minutes. This was seconded, then approved.</p>	<p>Meeting minutes Dec. 1 approved.</p>
<p><b>Department Updates</b> Oregon Department of Education staff</p> <ul style="list-style-type: none"> <li>• RFA Process-Grant Awards-RMC Research</li> <li>• Vacant Position-Closes on 2/26/18</li> <li>• Legislative Session Update</li> <li>• HB 2016 OAR and RFA Concerns Letter and ODE Response</li> <li>• State Board Meeting Video</li> </ul>	<p><u>RFA Process-Grant Awards-RMC Research:</u></p> <p>Dr. Markisha Smith said the OARs were approved by State Board Jan. 18, so now able to move forward with process of awarding grants for this biennium. Grants have been reviewed and scored. Will calibrate them and share with grantees next week, whether they were awarded or not. Will send out a message to the Group, who the new grantees are. There were seven applications; Southern Oregon, Portland area and in the Valley.</p> <p>RMC Research has won the grant evaluator bid, but they have not been able to do much as we're in a holding pattern during the RFA process. Contract is being finalized and will start scheduling regular meeting with grantees.</p> <p><u>Vacant Position:</u></p> <p>Victor Cato is now with City of Portland. The vacant position is open and closes Feb. 26. If you know folks, encourage them to apply. The position is equity and civil rights; work is facilitation of this Group, management of grants and doing work with our two</p>	

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	<p>civil rights specialists, Karin Moscon and Winston Cornwall.</p> <p><u>Legislative Session Update:</u></p> <p>We are in a short session. There have been a couple bills for Equity to review. Two bills have come to us; one related to civil rights investigations around sexual harassment and sharing of student information; the second is around reports, for Chief Ed Office to do report on marginalized groups and what their educators look like, and how that impacts students.</p> <p>Laurie Wimmer said there is a bill that talks about education plans. Seems to replicates work this Group and the Native American Board do. She can send the bill number. Ben Cannon said there is another bill that is important as it relates to equity: HB4102, a study bill related to school drop-outs and how state is responding. Kali Ladd said there is one for early learning that is focused on putting together equity funds in early childhood, supporting culturally specific work. Any support this Group, and others, can give would be helpful.</p> <p><u>HB 2016 OAR and RFA Concerns Letter and ODE Response:</u></p> <p>First, Markisha Smith called attention to the letter from NAACP, and the two responses; one from Jan. 2 is finding of fact, and the second from Jan. 5 has recommendations from Colt Gill. She gave the Group time to read the documents before comments and questions.</p> <p>Darryl Tukufu called their attention to the Jan. 5 letter, with Colt Gill's eight points starting on page 2. He wanted to make sure the Group knew the point regarding composition of advisory group is about all ODE advisory groups.</p> <p>Laurie Wimmer expressed appreciation for the way ODE has kept the Group up to date; it has been helpful. Shelaswau Crier was satisfied and pleased with the response. Joyce Harris is pleased how this was addressed. Hopes that as we move forward, we know there are black students in other parts of the state, which is why we wanted to make sure this Advisory Group reflected those voices. We are committed to advising the Department. The Group make recommendations, and what ODE does with the advice is on them. She thanked the Group for their active engagement.</p> <p>Kali Ladd wonders if there are any talking points we should use, maybe 2-3 bullet points if someone asks us about this. We can pull out from the information and can send to everyone.</p> <p>Ben Cannon said this was a reminder for him of the complexities of processes that we create, plus everyone's roles. Reminder of the need to continually clarify who is responsible for what. This Group advises on rules, but is not rulemaking body or makes</p>	<p>Laurie Wimmer will send Markisha Smith the bill number.</p> <p>2-3 bullet points can be sent to the Group.</p>

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	<p>decisions on the grants.</p> <p>Shelaswau Crier does feels that the Group should not have a stance, except to refer people to the memos. The Group does not have anything to do with allocation of grants, so look at memos. Kali Ladd said that's why it's important we are saying the same thing, so we represent the Group appropriately. Shelaswau Crier added we can suggest people can come and give public testimony to share concerns.</p> <p>Joyce Harris said if someone wants to know what happened, they can get in touch with ODE, since the concerns were sent to ODE. Maybe the talking point is to contact ODE. Rather than us interpret, let it come from ODE. She suggests, and will, refer people to ODE. The minutes are online and ODE is making sure the videos are up. Joyce Harris noted that with public testimony, we should respond. We can respond or bring up issues raised at next meeting for ODE to address.</p> <p>Darryl Tukufu said that we appreciate the Group and their role. He also said we have a process set up for the next grantees; there is a process they have to go through before funding. Markisha Smith said the grantees who were refunded had to do plans and updated grantee agreements to get refunded. There was submission and talk about what they were doing differently. She had several phone conversations to get to know what was happening in the second phase.</p> <p><u>Community Updates:</u></p> <p>Before the State Board video, Joyce Harris opened the floor to share updates.</p> <p>Cynthia Richardson said the Salem-Keizer SD parent student community gathering in February had over 300 attendees. Have analyzed concerns/solutions presented and are ready to give information. The next gathering is scheduled for March 6 from 6:30 to 8:30 p.m. at Chemeketa Building 2. Will share results and proposals.</p> <p>Dr. Reginald Nichols said that Warner Pacific has switched from a college to university. Have new MBA program, will have EDD program in the future, working on full BSN program, a lot of partnerships with community colleges and high schools, and have also reduced tuition by 24%, because want to open pathways for people.</p> <p>Earlean Wilson Huey sad the 12<sup>th</sup> Annual African American Leadership Conference will be hosted at OSU on April 11. Salem-Keizer one will be May 24 at Corban University.</p> <p>Joyce Harris brought up ACEs; one of the lead researchers, Dr. Nadine Burke Harris, will have a Ted Talk. She will be at Powell's</p>	<p>Joyce Harris wants to make sure this gets sent out. Cynthia Richardson can send results to be shared with the Group.</p> <p><a href="#">Link for book</a></p>



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	<p>community who to get in touch with in the Group.</p> <p><u>State Board Meeting Video:</u></p> <p>Moved on to the State Board video. Markisha Smith said it was important to note Charles Martinez' comments. And that it was important to have George Russell there to give context. She will send the video link to those on the phone.</p> <p>Darryl Tukufu said he had spoken to Colt Gill, when he was with Chief Ed Office, and a researcher about a qualitative research study, going to the districts to find out what has worked with the organizations working with us, trying to see best practices. Then see if can expand what has worked.</p> <p>Markisha Smith said there was only one vote opposed to the OAR passage, the vice-chair. She noted that we would not normally show a long video, but with the conversation and concerns raised, it was helpful.</p> <p>How many rural organizations or districts applied both times? First time, there was one outside of Portland Metro. Were they awarded? The application outside of Portland, score-wise, did not meet criteria. We had conversations of geographic representation, but at the end had to err on the side of the process and scores. This time, out of the seven, there are two from the Valley and one from Southern Oregon. Joyce Harris said that we want to make sure people meet the criteria, because it does the Department no good to fund a program that does not meet criteria, just to say we funded a rural grantee. One application is Washington County, but with the map, it falls into Portland Metro.</p> <p>There are a wide variety of reviewers. Each of the seven grants has been read four times. There are ten reviewers. Names of the applicants will be held until awards announced.</p> <p>Reginald Nichols thinks the question is, if the learnings from an area translate to other spaces, and what voices do you need in the translation of the findings so it's scalable. Either we need someone in the rural to gather information, or there is learning from these groups that could translate. Whatever the findings, how talk though findings so they are applicable across the board?</p> <p>Shelaswau Crier said there is lack of organizations in rural areas to apply, or if they do apply, to have resources to adequately present a proposal. She would ask for the Group to start to look at it and add a piece to the Plan. Are there evidence based out there for working with students that we can incorporate?</p> <p>Kendra Hughes said she encouraged regions to get with area ESDs to write a plan, and she offered to be a resource and thought partner. Thinks it boiled down to resources and lack of diversity in rural communities, and what the work looks like when</p>	<p>Link to the video:  <a href="https://www.youtube.com/watch?v=Zm8rn_XxJ2w&amp;feature=youtu.be">https://www.youtube.com/watch?v=Zm8rn_XxJ2w&amp;feature=youtu.be</a></p>

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	<p>she's gone; and the decision was not to do it. She tapped into the ESDs to work toward this. Mark Jackson said some of her outreach led to people reaching out to him. They went to those areas, but there was no real engagement.</p> <p>Dr. Karen Fischer-Gray wants to see a summit for grants. Tired of seeing this work singled out as divisive. If the Board wants a summit, it's a good idea, but have it for all of them. The multi-racial identification issue is not in just rural areas, it's an issue in all areas.</p> <p>Ben Cannon said that for higher education data, the protocols do not require students to report race/ethnicity, so they have a large category of non-reporters. It makes some of the estimates difficult to understand outcomes. He said with grant processes, it is more difficult in rural areas to get resources together.</p> <p>Shelaswau Crier suggested that as a Group, we go and testify and present the Plan to the State Board and Legislature. It makes a difference when community members speak. We go and present our Plan, say this is what members across Oregon came up with. Karen Fischer-Gray said they did that with Ed Equity Plan; loves the idea of speaking about this Plan whenever we can.</p> <p>Joyce Harris said she went to districts as co-chair. It underscored the importance and possibilities. We were out there, and these were opportunities missed. The question is, why were they missed? If opportunities were missed, maybe there needs to be a discussion with those that missed out.</p> <p>Abdi Jamac suggested a grant performance committee that oversees performance, maybe have some members of this Group. Joyce Harris said she had asked Kendra Hughes if we could go and look at the programs, see them in their element, see how they are implemented, and to support their work.</p>	
<p><b>Networking Lunch</b></p>	<p>Group had a networking lunch. Tabling the OCF updates, so Kali Ladd can give update at an upcoming meeting.</p> <p>Joyce Harris had a representative, Mary Louise McClintock, from Oregon Community Foundation come introduce herself. Joyce Harris thanked her for coming and listening to the meeting.</p>	<p>None.</p>
<p><b>School and Community Updates</b> Advisory Group Members</p>	<p>Joyce Harris said the Group went through most updates while waiting for the State Board video. She opened the floor for last comments.</p> <p>Laurie Wimmer spoke about an article in Atlantic Monthly she wants sent to the Group, regarding why we don't have enough teachers of color and hiring bias.</p> <p>Karen Fischer-Gray said that on Feb. 22, some of the members of the Ed Equity Committee will host an Equity Plan Alignment</p>	<p><a href="#">Link to Article</a></p>

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	<p>meeting to work on aligning various Department equity plans. Will start conversation about synergy.</p>	
<p><b>Advisory Group Discussions</b> Chair Joyce Harris</p> <ul style="list-style-type: none"> <li>• Prioritizing work</li> <li>• Committee Membership</li> <li>• Dissemination of the African American/Black Student Success Plan</li> </ul>	<p>Joyce Harris said we need to prioritize our work, which is identifying our work. Committee Membership: we have lost members due to attrition; she is cautious, since Colt Gill is looking at committee group makeup. She does not want to wait, so as a committee, we can make a recommendation.</p> <p>Joyce Harris noted the Group had started discussion of the dissemination of the Plan, so will discuss that and our work. Starting with our work, and based on our conversations earlier, is there anything we look at as part of the work we need to do?</p> <p>Markisha Smith noted there is a support change due to capacity, so Victoria Garcia will support. The meetings will occur first Friday, every other month. Calendar invites will go out. Next meeting is April 6, 2018.</p> <p>Karen Fischer-Gray said that Abdi Jamac's suggestion of visitations was a good idea. Perhaps this can be calculated as piece of our work. She also said that making sure we are communicating about the work of the Group and the Plan, so when conferences and community events come – those are good times for us to get spot on the agenda. Maybe work on this strategically. State Board too, so they know the accuracy of the work that is going on here, and what the conversations have been. The Group could use a communication plan/strategy; legislature, Sate Board and community input.</p> <p>Shelaswau Criers suggested meetings with the community to share the Plan, update on the grants awarded, and get feedback. Joyce Harris said that we need to be on the agendas of ODE's meetings and conferences. Have our members do presentations. We need to communicate to others the hard work we've done pulling this together. Shelaswau Crier said maybe have someone keep track of the conferences and generate a calendar to send out, so members can sign up. Karen Fischer-Grey suggested a baseline PowerPoint Presentation about our Plan. Reginald Nichols likes having a base PowerPoint so we are sharing the same message.</p> <p>Does RMC Research go to grantees? RMC Research does meet with the grantees. The first round, Kendra Hughes held director meetings monthly with the researchers. They then created evaluation models. They also came to the Group to meet us, and give information on the evaluation.</p> <p>Shelaswau Crier suggested work sessions that would be focused; working in small groups to update the Plan, and have community sessions for additional feedback.</p>	<p>Calendar invites will go out for meetings, first Fridays, every other month.</p>

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	<p>Frank Hannah Williams suggested in the presentations, have preliminary outcomes and what we are seeing. Major bullets on what we saw first round, preliminary outcomes, and positive areas.</p> <p>Ben Cannon is wondering about the potential role of the committee and advising on budgets. ODE and HECC are starting to think about funding for education for the next biennium. Potential role is advising the agency on the types of investments required moving forward with the Plan. Joyce Harris said we need to think about who in this Department can support us, such as who in the office could help us with the budget piece.</p> <p>Karen Fischer-Gray said we need to make sure to speak to our legislatures. If we want to keep this going, we show preliminary outcomes, why this is important. Make sure we tell about HB 2016 when talking to people.</p> <p>Joyce Harris is curious about Colt Gill's fourth recommendation, regarding membership of the Group. Collecting input from SBE leadership and Governor's office to review membership composition. Darryl Tukufu said this is demographics, needing to recruit people, such as Eastern Oregon. Markisha Smith said it may be tied to the question about grantees as Group members.</p> <p>Darryl Tukufu brought up the question, if the Group thinks those who become grantees, should they not be on the committee, or on it? Joyce Harris said people were recruited for this committee long before there was money, and there were sound reasons for the recruitment. As long as there is no input in recommendations related to funding, this is something we need to think about.</p> <p>When is Colt Gill going to collect input? He is collecting input now from all committees, as well as term limits, which have chairs, and those with grant components. Joyce Harris felt that since we are not meeting in March, we may need to have the conversation now.</p> <p>Reginald Nichols said that if a member becomes a grantee and no longer can be a member, we need to figure out how to replace that voice. We would need to talk about criteria and speed for replacement. Karen Fischer-Gray is not a fan of losing their voices. Renee Anderson said it would mean losing three African American males from Portland, and that would be a void.</p> <p>Kendra Hughes wonders what other ODE committees have members that receive funding. Are they not eligible anymore? Joyce Harris feels, that though other groups may be looked it, it is focused on our committee. Darryl Tukufu said they need to see the different committees and how they are made up, and if there are recommendations to come. He believes in the recommendation about conflicts of interest declared by those who stay.</p> <p>Ben Cannon said what gives him pause is there have been</p>	



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	<p>recommended that we ask Kendra Hughes, and who wants to work with her, to begin to work on the PowerPoint presentation that can be used during outreach and communications. This was seconded. Both motions were approved. Joyce Harris will get with Abdi Jamac on his thoughts on the family engagement piece.</p> <p>Reginald Nichols suggested a membership matrix on how we can stratify constituent groupings. Joyce Harris said to look at who has been lost and fill those. She would like a matrix to look at who is on the committee, what role, and have a discussion. We are in a holding pattern because we don't know what Colt Gill, SBE and Governor's Office will come up with that may impact the Group's composition. Markisha Smith said the Department can do the matrix.</p> <p>Ben Cannon said he can follow-up with Markisha Smith, since there is an awkwardness for him as a member and agency head, when it comes to voting on recommendations to the Deputy Superintendent. Wonders if there is a delineation of responsibility when it comes to agency staff. He appreciates being part of the conversation, but maybe not be at capacity of voting member. Joyce Harris said he is written into the legislation as having to be part of the committee; her reading is he has all the rights and responsibilities of a member.</p> <p>Shelaswau Crier motioned to formalize the recommendation about those who have or might get a grant, and the Group also recommend that Deputy Superintendent prioritize replacing members by geographic representation. This motion was seconded and approved with no opposed.</p>	<p>Motion to give Kendra Hughes responsibility to make PPT approved.</p> <p>ODE can make the membership matrix.</p> <p>Prioritization of membership replacement by geographic representation approved.</p>
<p><b>Public Testimony –</b> Chair Joyce Harris</p>	<p>There was no public testimony.</p>	<p>None.</p>
<p><b>Wrap-up and Next Steps</b> Chair Joyce Harris</p>	<p>Joyce Harris sees that we are moving forward in a way that benefits all students in the state, and specifically African American children. She thanked the Group for the discussion. Next meeting is April 6.</p> <p>Joyce Harris suggested that it would not hurt for members to call colleagues on the committee to let them know we need them here.</p> <p>Cynthia Richardson noted Karen Fischer-Gray has done an excellent job for another committee with a PowerPoint and talking points, and suggested her sharing that example at next meeting.</p> <p>Student Success Joint Committee is also meeting April 6 at 1 p.m. We should be part of that conversation, but we will have other options and opportunities.</p>	<p>None.</p>
<p><b>Adjourn</b></p>	<p>Adjourned 1:52 p.m.</p>	

Next Meeting: April 6, 2018 at ODE in 251A/B, from 9:00 a.m. – 2:00 p.m.