

JCPS LGBTQ ADVISORY COMMITTEE MINUTES
MONDAY AUGUST 17, 2015
4:00 P.M. – 5:30 P.M.
VANHOOSE EDUCATION CENTER, ROOM 3C

Members Present: Charles Davis, Monica Lakhwani, Brittany Andrews, Pam Sheehan, Joshua Kumm, Chris Schmidt, Diane Herrick, Tony Prince

Members Late but Present: Terri Kendall, Autumn Reece

Members Absent: Paul Campion, Jack Jacobs

Charles D. started the meeting with brief round table introductions and the Committee Norms Packet was passed out thus including the agenda and a list of updated committee members.

Charles D. reviewed the following information:

- Communication and attachments which went out prior to the meeting via email
- Policy updates with committee members; first reading was approved 5-2 (Chuck Haddaway and Linda Duncan voted against it – per response to Tony P.'s question as to who voted against the update) and the next meeting will be shared as soon as communication is received for a second meeting and approval by the Board
- Board Policy and Legal Counsel – currently no longer in existence for JCPS
- Overview of this advisory committee (all members had a written printout of the overview as well); review of the actions of the LGBTQ advisory committee was also read out loud – emphasized the will of the majority of the committee members on any decisions needing to take place

After the overview was read, Charles opened up questions/discussion for any of the read items for members

- Josh K. asked the committee to think of how parents could be included – *“main contention is as we look inside PBIS and processes in the district; short of having a LGBTQ student at times it is impossible to speak from parent lens – I would like to understand a bit more about the subcommittees – would like voices of parents in this lens – something to consider down the road”*
- Tony P. suggested inviting a parent or speaker to speak to the committee during a point in the future as deemed necessary. Tony questioned, “Is there a way for parents to know that such a committee like this exists?”
- Charles D. responded that sub-committees such as this will exist for reporting out the work for what is already done. Can consider including parent perspective in sub-committee/s. A sub-committee can be created for communication purposes.

With no further comments/questions, Charles continued:

JCPS LGBTQ ADVISORY COMMITTEE MINUTES
MONDAY AUGUST 17, 2015
4:00 P.M. – 5:30 P.M.
VANHOOSE EDUCATION CENTER, ROOM 3C

- Meeting structure and sub-committee overview was read and explained – the generated items of policy, student supports, and outreach were a result of the Superintendent’s Summit previously held. Requesting that each member chair/co-chair at least one sub-committee
- Individuals who are not a part of the Advisory Committee can be a part of the sub-committee – Example was provided.

At this point, Charles opened up questions/discussion for any of the read items for members

- Tony P. suggested that we have inclusion of LGBTQ and diverse individuals on sub-committees. Terri and Tony suggested that we do not need a stringent number of members on a sub-committee. Charles D. agreed and added that he would like to leave this also up to the sub-committee chairperson – Example: student supports sub-committee may want students at the table
- Josh K. would like to know more about logistics – reserving rooms for sub-committee; email Monica L. for future sub-committee dates/times at Gheens/VanHoose. Charles D. stated we can support room reservations.
- Brittany A. suggested keeping Title I schools in mind as well as affluent schools. Josh K. suggested also keeping in mind racial/ethnic diversity.
- Charles D. responded: As we move to sub-committee determination that is part of the work of the outreach subcommittee – how do we make these groups/resources known hence, the communication plan
- Josh K. – what are our primary means of communication – Envision Equity, Monday - Memo, FRYSC newsletters – Monica L. suggested we can add LGBTQ organizations/community members to receiving our Envision Equity newsletter; Josh K. shared he could assist in providing this information

Charles D. subcommittee reporting was read out loud (written documents of what was read was provided for each committee member)

- Monica L. shared that Envision Equity would like to invite community and staff articles – this would be a good place to provide a voice to the work which is being done and share perspectives from external/internal individuals
- Charles D. suggested that we share/send out community events and district events related to LGBTQ to the committee as a whole so we can capture happenings.
- Moving on, Charles D. recommended that we have 3-4 sub-committees
- Tony P. – felt that approximately 5 sub-committees were as follows:

JCPS LGBTQ ADVISORY COMMITTEE MINUTES
MONDAY AUGUST 17, 2015
4:00 P.M. – 5:30 P.M.
VANHOOSE EDUCATION CENTER, ROOM 3C

- Student support and GSA's
- Curriculum and development
- PD and trainings
- Policy development
- Communication and staff support
- Josh K. – brought about terms of legalities and how we could implement staff supports; in terms of advocacy and emotional support both staff and student supports would be the same however the policy wise would not be the same for both staff or students
- Josh K. – staff needs to feel secure in order to support students
- Tony P. – we need people who are interested who could be valuable to our sub-committees; how would we reach out to these individuals; Charles D. and Terri agree – share out in Monday Memo is a possibility
- Josh K. – suggested looking at HR and Policy as a sub-committee; Monica L. shared that individuals can be on a sub-committee
- Charles D.
 - Student Support
 - Training and Curriculum Development
 - Policies and Personnel Support – policy making, rules
 - Stakeholder Supports (Students, Families, Parents, Staff, GSAs) – providing supports in the coming out process; enacting those rules; advocacy; socio-emotional
 - Outreach/Communications

Tony P. How will we communicate information? Do we really need a sub-committee on outreach/communication?

Autumn R. – should we start with an outreach/communication subcommittee and then channel into other sub-committees?

Charles D. – reviewing results of SS – indicators leading to a point person may make sense to have an outreach sub-committee logistically

Diane H. – How is stakeholder supports different for students and stakeholders?

Chris S. – we need to build the foundation first; I agree with what Autumn R. said that we need to get the Outreach first to build the foundation so we can then move on towards disseminating information out. We have some great community leaders. For personal reasons, Chris would like to have another mental health counselor in lieu of self as a member.

JCPS LGBTQ ADVISORY COMMITTEE MINUTES

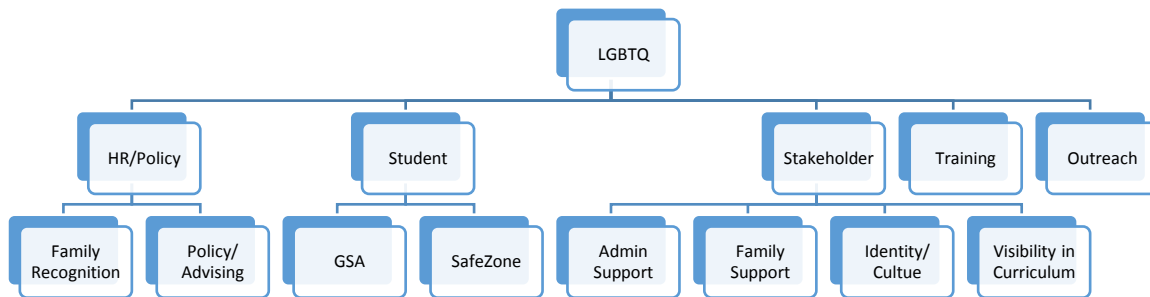
MONDAY AUGUST 17, 2015

4:00 P.M. – 5:30 P.M.

VANHOOSE EDUCATION CENTER, ROOM 3C

The discussion altered between clarifying sub-committees and relaying information to internal/external individuals.

Josh K. – utilized the dry erase marker/board to provide visual representation of possible sub-committees; Visual provided below:



Discussion of sub-committees took place:

Tony P. – we immediately need to get Outreach/communications out first

Autumn R. – still would advocate to have Outreach sub-committee to start with

Diane H. – in order for our sub-committees to be effective, would like to see the Sept. meeting as an advisory meeting and not a sub-committee

All present committee members agreed to the 5 sub-committees on the visual Josh represented.

Charles D. posed the question of who would like to chair the following committees and the results are as follows:

Student: Jack Jacobs volunteered to be chair of this sub-committee; Autumn R. and Pam Sheehan will join as members

JCPS LGBTQ ADVISORY COMMITTEE MINUTES
MONDAY AUGUST 17, 2015
4:00 P.M. – 5:30 P.M.
VANHOOSE EDUCATION CENTER, ROOM 3C

Stakeholder: Tony and Terri volunteered to co-chair

Training and Development: Diane H. volunteered to chair

Outreach/Communications: Brittany and Monica volunteered to co-chair (Information dispersed to Monday Memo, FRYSC, Envision Equity, JCTA, PBIS)

Policy/HR: Josh K. indirectly volunteered/directly was volunteered to co-chair

Charles D. brings the group back to discuss the initial action items/charge:

- Some things to think about as a sub-committee: putting some ideas around what are some of the initial priorities leading to progress.
- What are our manageable goals for the year?
- Monica L. requested that each sub-committee chair share a blurb about their sub-committee and goals. Committee members will get this information to Monica L. and then Brittany and Monica will put together a brief description to send out to various newsletters.

Charles D. – *“With five minutes left, are there any further items for discussion?”*

Tony P. – *please clarify if there will be a Sept. 21st meeting for the Advisory Committee*

Charles D. – *what is the potential agenda for the Sept. 21st meeting – what is the purpose of this meeting?*

Diane H. – *Possibly to provide feedback from outreach*

Terri – *If we get the communications out quickly, we can actually have a subcommittee ready to go for Sept. 21st*

Charles D. – suggested utilizing doodle for scheduling the sub-committee; use the results from the Superintendent’s Summit to get the ground rolling and in the meantime will send out a doodle for our next convenient meeting time (Advisory Committee)

Diane H. – Dec. meeting falls under winter break – Charles will adjust this date.