

LOS ANGELES UNIFIED SCHOOL DISTRICT
Office of the Chief Operating Officer
COMMISSION ON HUMAN RELATIONS, DIVERSITY AND EQUITY

Thursday, November 4, 2010
Blue Room,
333 South Beaudry Ave. Room 122
Los Angeles, CA 90017

M e e t i n g A g e n d a
6:00 p.m. – 8:00 p.m.

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes August and September, 2010
- IV. New Members:
 - a. Patricia Villaseñor & Sheldon Cruz (Alt) LA City Human Relations
 - b. Lizette Patron, Monica Garcia, School Board President
- V. Commission Members Items
 - a. Election of new officers
 - b. David Greene & Doug Semark, debrief of October 16 Public Forum
 - c. Cathy Figel, LGBTQ concerns
 - d. Dan Alba, *CRRE Achievement Gap* & Board Resolution
 - e. Dan Alba, Doug Semark & Joyce Germaine Watts, *Moral Imperative*
- VI. Staff Reports
- VII. Discussion Items
- VIII. Chairperson's Report
- IX. Council Members Announcements
- X. Public Comment (2-minutes)
- XI. Review Action Item
- XII. Adjournment

NEXT MEETING: Thursday, December 2, 2010

Upcoming meetings, 1st Thursdays: January 6, 2011

February 3; March 3; April 7; May 5; June 2

333 South Beaudry Ave., Los Angeles, 90017

Blue Room #122 (Adjacent to the first floor Board Room)

LOS ANGELES UNIFIED SCHOOL DISTRICT

Office of the Chief Operating Officer
Office of Human Relations Diversity and Equity

Commission on Human Relations

RECORD OF DISCUSSIONS

Thursday, November 4, 2010

333 South Beaudry Ave. Room 202
Los Angeles, CA 9001

PRESENT:

Abelsson, Mark	selected
Cruz, Sheldon	LA City/Alt
De la Rosa, Gary	selected
Halpert-Schilt, Elena	Co HRC/Alt
Figel, Cathy	UTLA
Greene, David	Vladovic (7)
Hopwood, Michael	LaMotte (1)
Horton, Jeff	Zimmer (4)
LeMay, Beverly	selected
Narcho, Charles	selected
Semark, Doug	selected
Slamon, Obie	Chair
Smith, Frieda	AALA
Vega-Olds, Eva	selected
Wittig, Michele	Martinez (6)

STAFF

Chiasson, Judy

ABSENT

Jacobs, Lloyd Bud	Superintendent
Alba, Dan	selected
Germaine Watts, Joyce	selected
Parker, Ashley	AALA
Toma, Robin	LACoHRC

VACANT

LACOE
Flore-Aguilar (5)
Garcia, (2)
SIEU

Meeting open at 6:20 pm

September minutes approved with correction on Villasenor & Cruz affiliation (City not county)

I. New Members

Welcomed, introduced and approved new members Sheldon Cruz, representing LA City Human Relations, and Elena Halpert-Schilt, LA County Human Relations. LA City has four members who may be attending the commission meetings. They will attempt to designate one or two key individuals to optimize consistency.

II. Elections

Mark Abelsson, Chair
David Greene, Vice Chair
Obie Slamon, Secretary
Beverly LeMay, Member at Large

Chuck Narcho, Member at Large

III. Review of first Human Relations forum held at 186th Street Elementary School, October 8

- Approximately 125 participants. Good support from Local District Michael Romero and Principal Marcia Reed.
- One of the community concerns was over translation, specifically the non-Spanish speakers were resistant to circumstances when the primary communications were held Spanish then translated to English, even if there are only a handful of non-Spanish speakers.
- Gary de la Rosa was concerned that student voices were dominated by the adults.
- Students had a positive view of school and community; stood in stark contrast to the adults who held a polar position.
- Mark proposed that all facilitators reflect on their perspectives on the event.
- David will transcribe the break out groups.
- Discussed ideas for next forum. The Bricks may perform at the forum for LD 1 and/or 2. Anticipate a January event. Obie and Michele will organize

IV. Cathy Figel – “LAUSD Effectively addressing Lesbian, Gay, Bisexual, and Transgender Issues”

- Recommends practices based on sound educational (not legal) practices
- Distributed written recommendations, attached
- Hate language should be recognized as potentially life threatening and receive appropriate consequences
- Homophobia 101 trainings are inappropriate; should focus on specific incidents and interventions at that specific school site
- Requested District wide discipline policy for hate-language

Freida Smith – antigay language happening at the elementary school. Needs ideas on effective interventions for chronic offenders. Expressed frustration over students’ reluctance to report

Michele Wittig – teach resiliency

Eva Vega Olds – work with school community so such behavior is not accepted by peers

Obie Slamon – include families in the intervention. Parents often don’t recognize that their children are bullies.

Jeff Horton – teachers have the most influence/reach of changing behavior. Students find multiple ways to hurt one another, use insensitive language, and numerous delivery models for bullying.

Elena – multi-directional approach. Dominant culture includes teachers. Hate, bigotry and disrespect happens in every group, teachers included. Bright people are better at *hiding* their bigotry.

Cathy Figel – requested to table the discussion until the December meeting.

Stephanie Graham and Doug Semark discussing moral imperative. She may copresent with Doug in January.

David Greene discussed crisis in Education for African American Black Males

Handouts:

- September 2010 minutes
- October 2010 minutes
- Letter from Superintendent Cortines on gay suicides
- LAUSD Effectively addressing Lesbian, Gay, Bisexual, and Transgender Issues
- Staff report, Chiasson and Priebe-Diaz
- Flyer and data analysis of Human Relations Forum at 186th Street Elementary, October 16, 2010

Meeting adjourned at 8:00 PM.

**LAUSD Effectively addressing Lesbian, Gay, Bisexual,
and Transgender Issues**

Submitted by Cathy Figel

1. Develop policies and procedures based on sound labor practices and sound educational practices and not based on the input from lawyers.
2. District wide committee – made up of staff that works full-time with students (certificated and classified selected by corresponding unions), parents, students, and central office representatives – meet regularly to review current programs, assess environments for students and staff, and design an optimal and effective. program that creates safe and inclusive environments for all.
3. District wide discipline policy – top level consequences for hate-language or bullying.
4. Staff trainings at every site that review site incidents and make site specific plans for safe environments.

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 - b. Dan Alba, Doug Semark & Joyce Germaine Watts, *Moral Imperative* (January)
 - c. Michele Wittig & Obie Slamon: SFV Community Forum
 - d. Cathy Figel, continuation of discussion on LGBT
- V. Staff Reports
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