

LOS ANGELES UNIFIED SCHOOL DISTRICT

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

COMMISSION ON HUMAN RELATIONS, DIVERSITY AND EQUITY

Thursday, February 12, 2015

333 South Beaudry Avenue, Blue Room, 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 January 2015
- IV. Commission Members Items
 - a. Restorative Justice
- V. Staff Reports
- VI. Discussion Items
- VII. Chairperson's Report
- VIII. Council Members Announcements
- IX. Public Comment (2-minutes)
- X. Review Action Items
- XI. Adjournment

NEXT MEETINGS: 2nd Thursdays 2015: March 12, April 16, May 14, June 11

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, February 12, 2015

333 South Beaudry Ave. Blue Room
Los Angeles, CA 90017

PRESENT:

Abelsson, Mark	selected
Chiasson, Judy	staff
De La Rosa, Gary	City HRC
Fajardo, Joel	Ratliff (6)
Germaine Watts, Joyce	selected
Narcho, Charles	select
Reynolds, Dave	ADL
Slamon, Obie	Galatzan (3)
Train, Sara	Garcia (2)
Weldon, Floyd	AALA
Wittig, Michele	Zimmer (4)

Tarrant, Karen	Kayser (5)
Toma, Robin	LACoHRC
Villasenor, Patricia	LA City HRC

VACANT

SEIU
UTLA
LACOE
Vladovic (7)

GUESTS:

Zsuzsanna Vincze, Director, School
Operations
Kimberly Valdez, Restorative Justice
Specialist
Deborah Brandy, Restorative Justice
Coordinator

ABSENT

Givens, Dermot	McKenna (1)
Jacobs, Lloyd "Bud"	Superintendent
Kim, Jung	ALT/AALA
LeMay, Beverly	selected

Quorum was met. Meeting convened at 6:30 p.m.

Introduced guests

January minutes were approved without revisions.

Restorative Justice – Deborah Brandy presentation

Presented overview of district roll out of RJ

Reviewed data on days lost to suspension, willful defiance, and alternatives to suspension

Q – difference between in-school and out-of-school suspensions and whether the data is being tracked

A – in the teacher contract. Many schools have a Reconnection Room (formerly known as detention room) where they receive instruction

Coach teachers in diffusing disruptive behaviors

Q – Similar reporting of alternatives to suspension being used for in-school suspension?

A – yes

Q – Have in-school suspensions increased as out-of-school suspensions have decreased?

A – Data are available, but not familiar with it

Q – Examples of alternatives to suspension A – in the bulletin, includes RJ

Q – Are there guidelines for incidents for which RJ would not be appropriate, e.g., bullying?

A – Policies and informed staff. Must be voluntary and participants must be trained

Q – Is RJ considered a follow-up or an alternative to suspension?

A – Either or both. Can be suspended at a later date if they don't meet the terms of their agreements

Q – Who's being trained?

A – 25 pilot high schools initially identified plus 125. The 25 pilots each have an RJ specialist. Rita Alfred and her team train the 25 pilot schools.

RJ is a three-tiered approach:

1. community building
2. dealing with harm/misconduct – how to make things as right as possible, conducted by out of classroom staff
3. reentry – reintegrating suspended students w/o making them feel embarrassed, conducted by out of classroom staff

Q – How long does Reentry circles take to organize? Is it practical A – Within a week

Q – Which schools A – listed on the website

Q – What about elementary and middle? A – upcoming. Funded by LCAP

RJ has lifelong benefits

Goal of 65% of school implement Discipline Foundation Policy

Q – What are outcome measures of efficacy?

A – Reduced suspension and expulsion, office referrals, school accountability report card

Q – How does RJ account for school climate and bias among students and staff, e.g., based on sexual orientation?

A – RJ starts with the adults to address attitudes of zero tolerance and disrespect.

Empathy and team building are critical

Q – How do you monitor the efficacy of the RJ

A – Individual students are flagged and monitored daily by the RJ specialist

Q – Will you be part of Ethnic studies? A – absolutely

Q – Next year, will the 25 RJ specialists remain on their site?

A – They're funded by LCAP. Intend on keeping the 25 specialists and adding 25 more next year

Museum of Tolerance – invited the commissioners to participate in a session. Abelson is available beginning mid May. Funding is available through June for a full day.

Potentially May 21st and tag the commission meeting onto the day.

Wittig Idea – have a facilitated meeting with commission and the ethnic studies implementation committee.

NOTE: May 14th meeting will be off-site at the Museum of Tolerance on May 21st.

Staff report –

LGBT Training of Trainers

Co-sponsored Stand With Me Youth Summit – stakeholder summit to explore issue of violence prevention

Commercial Exploitation of Children

Continuation of Training of Trainers for Bullying and Hazing

Policies under review:

Bring Your Daughters and Sons to Work Day (April 24)

Responding to and Preventing Hate Incidents and Hate Crimes

Social Media for Employees

Calendar of Commemorative Events, 2015/16

Discussion – CADRE and Public Counsel pushed for Restorative Justice. Concern about racial disproportionality

Consider creating subcommittees on critical topics, e.g., Ethnic Studies, Restorative Justice, Human Relations, etc.

Announcements:

February 16 - El Camino Real Charter - students will have an assembly and participate in silence in solidarity of All Lives Matter

February 19 – Pacoima Boys & Girls Club, free breakfast in honor of MLK

March 14, 11am – 10 pm; March 15, 11 am – 6 pm – Cal State LB 45th PowWow

Commissioner Narcho - Parent committee and Indian community wants to be included on the Ethnic Studies.

Handouts:

Draft January minutes

February agenda

Restorative Justice powerpoint

HRDE monthly report

Stand with Me Summit media release

Board of Resolution excerpt on Ethnic Studies

ACTION ITEMS:

- ✓ HRDE will produce a monthly report on our office's efforts and submit in advance of meeting, *carryover*
- ✓ De la Rosa – speak with Earl Perkins about a budget for stationery, business cards, and a stand alone website, *carryover*
- ✓ Judy speak for Melissa Infusino regarding outside fundraising, *carryover*
- ✓ Tarrant will follow up on the logo, *carryover*

- ✓ Tarrant will follow up with state, *carryover*
- ✓ Abelsson is following up with the board members regarding their donations, *carryover*
- ✓ Jacobs is working with Earl Perkins on advising principals of the upcoming HR commission awards, *carryover*
- ✓ Judy find out who is doing gang intervention work, *carryover*
- ✓ Send copies of Discipline Foundation Policy
- ✓ Find out when Ethnic studies will be discussed at a board meeting
- ✓ Find out the national standards for Native American students

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Approved

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- V. Staff Reports
- VI. Discussion Items
 - a. Consider creating subcommittees on critical topics, e.g., Ethnic Studies, Restorative Justice, Human Relations, etc.
 - b. Ethnic studies update
 - c. Restorative Justice review
- VII. Chairperson's Report
- VIII. Council Members Announcements
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Syd Martinez
Allan Kakassian