



BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

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**BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY
EQUITY COMMITTEE MEETING MINUTES
December 7, 2021
APPROVED**

The Board of Education of Anne Arundel County Equity Committee met virtually on the above date at 11:30AM. Committee Chair Bunmi Omisore opened the meeting. Committee members, Melissa Ellis, Joanna Tobin, Michelle Corkadel and Melissa Ellis were also in attendance.

Staff members present were Monique Jackson, Deputy Superintendent of Student and School Support; Maisha Gillins, Equity and Accelerated Student Achievement; Bob Mosier, Chief Communications Officer and Diane Howell, Executive Assistant to the Board.

CALL TO ORDER: Ms. Omisore called the meeting to order at 11:35 a.m.

APPROVAL OF THE MINUTES: The meeting minutes of November 9, 2021 were approved by consensus.

EQUITABLE PRACTICES IN AACPS: The equity committee members discussed how equitable practices are measured in AAPCS. Ms. Jackson and Dr. Gillins responded to questions from the Board members in attendance. This is a loaded question and it is important to remember that equity does not mean equal. AACPS challenges itself to retain feedback from all areas of the system. Ms. Jackson and Dr. Gillins gave examples of how equitable practices are in place which included: AP course workload and adverse effects on students by ensuring students are placed appropriately, using the MABE Equity Lens to help in all aspects to ensure no unintended consequences. The Diversity Workforce policy and committee include professionals who help develop rubrics for questions given during interviews and partnering with historically black colleges to ensure a diverse pool of candidates when applying for positions. It was suggested that an updated presentation from the Workforce Development Committee be presented to the Board perhaps in February. Dr. Gillins mentioned that Diversity Fairs, Mock interviews, virtual interviews are being held to help diverse candidates when applying for positions.

CANDACE ANTWINE MEMORIAL PROJECT(S): The committee moved this agenda item to the January meeting.

GOOD OF THE ORDER: None.

ADJOURN: The committee adjourned at 12:29 p.m.