

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

Thursday, February 13, 2014

Blue Room  
333 S. Beaudry Ave. Room 122  
Los Angeles, CA 90017

Meeting Agenda  
6:00 p.m. – 8:00 p.m.

- Call to Order
- Roll Call
- Approval of Minutes January 2014
- Human Relations award 2014
- Kathy Gonnella, guest of Bud Jacobs
- Erika Jones (carry over request from January)
- Hop Tarrant – elevator speech
- Adjournment
- Next Steps

UPCOMING MEETINGS: 2<sup>nd</sup> Thursdays: March 13; April 10; May 8; June 12

333 South Beaudry Ave., Los Angeles, 90017  
Blue Room (Adjacent to the first floor Board Room)

LOS ANGELES UNIFIED SCHOOL DISTRICT  
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Human Relations Diversity and Equity

Commission on Human Relations  
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**PRESENT**

Abelsson, Mark	selected
De LaRosa, Gary	selected
Germaine Watts, Joyce	selected
Greene, David	Vladovic (7)
Jacobs, Lloyd Bud	Superintendent
LeMay, Beverly	selected
Narcho, Charles	selected
Reynolds, David	selected, ADL
Tarrant, Hop	Keyser
Weldon, Floyd	AALA
Wittig, Michele	Ratliff (6)

Figel, Cathy  
Fitzpatrick, Kelly  
Givens, Dermot  
Jones, Erika  
Jung, Kim  
Slamon, Obie  
Toma, Robin

UTLA  
Garcia  
LaMotte (1)  
Zimmer (4)  
AALA  
Galatzan (3)  
LACoHRC

**VACANT**

LACOE  
SIEU

**ALTERNATES & GUESTS**

Kathy Gonella, Human Relations Coalition

**ABSENT**

Alba, Dan	selected
Chiasson, Judy	staff

- The meeting was called to order and roll taken
- Minutes of the January meeting were approved with the amended language around “going rogue”
- Kathy Gonella, representing the Human Relations Coalition within LAUSD (AJE, AAPA, COBA and COMAE) shared an interest in collaborating with the commission in the 2014-15 Human Relations Award. Working with the coalition along with increasing efforts with city and county agencies can give the award a greater reach across the city. Bud Jacobs will work with Kathy to design future collaborations.
- Michelle Wittig presented a written summary of her meeting with representatives of Monica Ratliff’s Board Office 6. The update included progress on the following:
  - In School Suspension Program
  - LAUSD – Office of Civil Rights “Agreement to Resolve”
  - LAUSD Policy of School-wide Positive Behavior Support
  - Local Control Funding Formula and Local Control Accountability Plan
- A discussion regarding LAUSD support for staff as well as consequences for inappropriate compliance was held. Reference was made to the Earl Perkin’s webpage links for staff and community agency support in professional development.
- A discussion was held on classroom vs. school suspension for “willful defiance” and the variance in reporting compliance to this policy.
- Staff training was seen as the key to changing practices across the district and complying with new policies. Each school has approximately thirty (30) hours of professional development a year with much of the time devoted to common core and academic issues. At schools where student behavior, discipline and campus climate are priorities, campus leadership finds a way to set the tone and balance professional development time. The essential question remains: Can we identify successful training, how much time is needed for training, what evidence is there that the professional development has been successful.

- The commission discussed where to find information and how to ask the questions that lead to data as well as anecdotal information. Floyd Welton volunteered to compare suspension and attendance data at his school and others where he can get information.
- Membership on the commission was discussed and getting an alternative for each commissioner was proposed. Kathy Figel's resignation was cited and UTLA will be contacted for her replacement.
- Karen Tarrant suggested that the commission chair write a letter to all commission members who leave the commission in good standing and thank them for their service. This letter of appreciation will be sent to Kathy and this will become a practice of the commission. Eva and Doug should also be considered.
- A discussion was held regarding the composition of the Executive Committee and Mark Abelson identified the members named in the by-laws. The Executive committee will be reconstituted.
- Karen Tarrant led a discussion of marketing strategies for the commission to expand our identity. Business cards (500) will be provided for each commission member and a "logo" highlighting diversity will be developed for the back of the card. Card contact information will be requested from each member of the group and a suggestion was made by Gary De LaRosa to develop a process or project each year for schools to bring diversity, equity and access into the school cultures for students and staff.
- Bud Jacobs reported on the progress of the HRDE Award. There is district support from Earl Perkins and Michelle King. A presentation will be made to the Senior High Principals early in March. Dave Reynolds has put the application on line and outreach to local Education Service Centers, Senior High Directors and local schools will take place in March and April. Applications are due May 1, a panel of commission members will judge applications on May 7 and 8. Winners will be announced by May 22 and awards/recognition will be given in early June. More information will be forthcoming at the March meeting.
- The meeting was adjourned at 8:00 p.m.

Minutes by Bud Jacobs

UPCOMING MEETINGS: Commissioner retreat, 2014: 2<sup>nd</sup> Thursdays, March 13; April 10; May 8; June 12