

Minutes for December 2, 2024

Call to order

Compliance

- Adequate notice of this meeting has been disseminated in accordance with NJSA 10:4-8 of the Open Public Meetings Act, specifying the date, time, and place of this meeting.

Attendance/Roll Call :

- Absent, N. Troche

Minutes from 9/30/24 approved

- Bylaws: first reading
 - AC discusses the bylaws creation, model documents, and opens for discussion
 - RG inquiries about 2.2(g) and “gov finds”
 - JZ update to read declaration “in the EO, the Gov finds....”
 - AC should serve for 3 years?
 - AC 4.7 - no secretary, conflict/we need sec’y: discussion, actual needs
 - CC offers to become recording sec’y
 - 5.6 terms of committee members and chairs
 - RG numbering/subparts
- Motion to nominate CC as Recording secretary
 - Motion passes
- Committee Reports
 - Data and Analysis
 - What and who collects SOGI data
 - Formal and informal data collection
 - Climate data collection
 - State and federal data collection
 - Student outcomes/measuring
 - Discussion:
 - JZ noting concern over sharing with federal govt sensitive data
 - KO shares some steps being taken to ensure our legal rights and responsibility of commission members, sharing information, and future communications
 - Professional Learning

- Looked at the professional learning landscape; spoke to experts in education law
 - Spent time with D Nash
 - NJ clearer laws than other states
 - Pragmatic and practical PD is most needed
 - 18 districts have rescinded transgender guidance
 - Robust convo about FERPA - how identity plays into that, lack of knowledge around this (staff, et al - accidental outings, etc.)
 - County level symposiums - guidance and expectations, map and identify groups and advisors
 - Rich - will find out where this work is happening and how we can add to it
- Educational Programming
 - Would like to have an opportunity to speak with committees to identify overlap
 - JG looking at school climate surveys to determine needs
 - Best ways to get data
 - Professional development - is staff aware of student rights, utilizing inclusive language and generally being supportive of students - addressing whole student
 - JS - collected data re: what PD teachers would like student mental health support, language, general allyship and creating safe spaces inside and outside of the classroom
 - ML/immigrants, Sp. Ed., mandate, GSA support (GSA mentorship program?)
 - Collecting information from about 70 students (w/ waivers) - takeaways: students do not feel safe attending GSA meetings (students not sure what to tell parents about meetings - more successful during school than after school)
 - Library identified as safest space (!) - so, how do we keep that going
- Outreach, Communications & Advocacy
 - RMSS overlaps - calendar of events for LGBTQIA+ statewide for commission to attend and participate in ; through intersectional lens - not only in LGBTQ but in bipoc/reproductive healthare/where are spaces we are showing up to o- where can we show up and be of help and connection - looking to hear from students directly - support students directly and should create a network of GSAs - let's put them together?
 - Turnover in GSA student participants is an issue - from graduating out to vulnerability
 - School counselors/BOE members letting them know we are a resource and conversely act as a resource for us as well -
 - Focus groups - are there ways to interact with students and get feedback and get into spaces in person not just paper/digital surveys
 - Created some emails; google drive
 - Meet on first and third monday of month
 - Social media - how to create and use
- Discussion:
 - what's currently on landscape - identifying - based on EO
- Executive Director Report
 - NJEA Convention participation feedback
 - Projects/proposals under consideration

- Overview presentation to Commissioners on Law Against Discrimination (DCR) and Controversies and Disputes (DOE)
 - Jenn Simons : Dir. C&D - presentation on Controversies and Disputes
 - C&D website has resources, reporting mechanism, email, etc
- DCR - slide deck
 - T. Perlmutter Presenting
 - Discussion
 - JZ - what if someone wants to do something less than a complaint, maybe just inform DCR about something - what is the best way to do that - find a sounding board at DCR, make a call or send an email
 - Consider what remedies you are looking for to help determine what forum to bring your complaints to
 - DCR - holds stakeholder meetings with advocacy groups;
 - How is DCR preparing for what's coming - how can parents/students report
 - KO - challenges with underreporting

Open Public Comment on Agenda Items

Carol Watchler

New Business

- Bylaws/parameters for open public comment - create standing rules - timing; public comments
- Discussion on action items from committee:
 - Overlap in committee reports
 - Funnel data questions to the Data Equity Subcommittee
 - Kate will divvy up other projects/action items among the subcommittees
- Chair/point person meeting between Commission meetings
(Andrea C moved / Jason S seconded)
- JZ - where are we at getting youth on subcommittees
 - Needs to be permission structure, time of meetings not conducive to school day
 - Maybe work with GSE for representatives (already in place)