North Carolina Commission on Inclusion
Minutes of Meeting
February 19, 2020
Fayetteville State University
Rudolph Jones Student Center Room 242
1200 Murchison Rd, Fayetteville, NC 28301

Present:
Paula Kohut, Commission on Inclusion
Cecilia Surratt, Commission on Inclusion
Emily Turner, Commission on Inclusion
Secretary Machelle Sanders, Department of Administration
Deputy Secretary Betty Marrow-Taylor, Department of Administration
Deputy Secretary Marqueta Welton, Department of Administration
Deputy Secretary Mark Edwards, Department of Administration
Katie Hall, Legislative Liaison, Department of Administration
Nan Sanseverino, Communications Director, Department of Administration
Emily Roach, Policy Development Analyst, Department of Administration
Catherine Rivera, Boards and Commissions Coordinator, Department of Administration
Senator Kirk deViere, North Carolina General Assembly
Nancy Astrike, Office of State Human Resources
LaTanya Pattillo, Office of the Governor
Mayor Larry Dobbins, Town of Spring Lake
Kailey Hill, Cumberland County Schools
Dr. Stacey Wilson-Norman, Cumberland County Schools
Dr. Pamela Adams-Watkins, Cumberland County Schools
Dr. Mary Black, Cumberland County Schools
CSM (R) Andrew McFowler, Association of the United States Army
CSM (R) Jimmie Spencer, Association of the United States Army
Dr. Peggy Valentine, Chancellor, Fayetteville State University
Joseph Levister, Fayetteville Technical Community College
Dr. Larry Keen, Fayetteville Technical Community College
Debra Yeatts, Methodist University
Art Malloy, University of North Carolina at Pembroke
Anthony Kelly, Assistant Chief, Fayetteville Police
Yamile Nazar, Fayetteville-Cumberland Human Relations Commission
Dr. Anthony Wade, Fayetteville-Cumberland Human Relations Commission

Attending Telephonically:
Pat Martinez, Commission on Inclusion
Michelle Fullerton, Commission on Inclusion
Welcome/Call to Order:
Secretary Sanders called the meeting to order at 10:00am.

Approval of Minutes:
The November 20, 2019 meeting minutes were not approved.

Special Guest Introductions and Remarks:
Secretary Sanders welcomed all attendees to the NC Commission on Inclusion meeting and thanked the co-hosts, Kailey Hill, and Dr. Peggy Valentine.

Kailey Hill, Manchester Elementary School Principle, Cumberland County Schools:
Ms. Hill recognized Senator Kirk deViere and retired Command Sargent Majors Andrew McFowler and Jimmie Spencer. She recognized Dr. Anthony Wade and Yamile Nazar of the Fayetteville-Cumberland Human Relations Commission, Mayor Larry Dobbins of Spring Lake, and Fayetteville Assistant Police Chief Anthony Kelly. From Cumberland County Schools she recognized Chief Academic Officer Dr. Stacey Wilson-Norman, Associate Superintendent Dr. Mary Black, and Executive Director of Exceptional Children’s Services Dr. Pamela Adams-Watkins. She thanked Dr. Larry Keen and Joseph Levister of Fayetteville Technical Community College, Art Malloy of UNC Pembroke, and Debra Yeatts of Methodist University for attending the meeting. She recognized the Fayetteville State University Chancellor, Dr. Peggy Valentine, for allowing the Commission on Inclusion meeting to be hosted at the university and welcomed her to the podium to speak.

Dr. Peggy Valentine, Chancellor, Fayetteville State University:
Chancellor Valentine welcomed the Commission to Fayetteville State University and shared that the faculty and staff were honored to host the Commission meeting today. She invited them to visit facilities and see the work that they are doing on campus. Chancellor Valentine shared a few words about what the university was doing in areas of inclusion, including the creation of the Safe Zone program and office for the LGBTQ+ community, which has helped sensitize and raise cultural awareness on campus. She spoke of the history of Fayetteville State University, which was established by 7 African American men on principles of inclusion and diversity and is the first HBCU in North Carolina. Chancellor Valentine then closed her welcome by inviting the Commission to take advantage of the Black History Month programs they are having on campus and named a few events happening that day.

Objectives & Theme for the Day:
The theme focused on education and diversity and inclusion. The Commission was asked to consider how the theme relates to cultural competency, and the priorities of the Commission.
Presentations

Emily Roach introduced Dr. Stacey Wilson Norman of Cumberland County Schools to give the first presentation to the commission.

Equity in Education

Dr. Wilson-Norman, Chief Academic Officer, Cumberland County Schools

Dr. Wilson-Norman shared with the Commission information on Cumberland County Schools, including the number of students, employees, and number of schools in the county system. She shared with the Commission the release of the CCS Strategic Plan and its emphasis on equity versus equality, and the importance of inclusive and accessible learning programs for students. She said we must examine policies and practices to make sure no groups of students are being marginalized and minimalized. Dr. Wilson-Norman then introduced Principal Kailey Hill to speak to the Commission about Manchester Elementary School.

Kailey Hill, Principal, Manchester Elementary School, Cumberland County Schools

Ms. Hill greeted the Commission and provided an overview of Manchester Elementary, including the number of students, the grade levels taught, and the demographics at the school, pointing out that the Hispanic/Latino population has been growing over the years. She shared with the Commission that the challenges of Manchester Elementary School are improving proficiency rates, discipline, and poverty. The areas of focus for Manchester Elementary School are social emotional learning, literacy, and making an exceptional children’s program. She closed her presentation by sharing with the Commission their successes which are a decrease in suspension rates, meeting expected growth, and the building of a community of support.

Ms. Roach thanked Ms. Hill and Dr. Wilson-Norman and briefly talked about the importance of what they shared with the Commission. The floor was opened for a Q&A and commentary. Ms. Roach introduced LaTonya Pattillo from the Governor’s Office to speak on NC education policy.

NC Education Policy

LaTanya Pattillo, Teacher Advisor to the Governor

Ms. Pattillo greeted the Commission and gave an update on what is happening in policy in relation to statewide education. She shared background on the Leandro case and updated them on the current timeline. She told the Commission where to find the report and encouraged them to look at it and share any thoughts or suggestions with her.

Ms. Pattillo then talked about the DRIVE Summit and the task force created by executive order in December in conjunction with the summit to talk about how we can create a statewide system of inclusive education. Specifically, for supporting, recruiting, and training educators of color. Currently the state’s student body is 51% of color and teaching force is 20% of color. North Carolina has decided this issue is a priority. The result of the summit was that they left with preliminary recommendations, and goals and objectives to develop a statewide plan. Governor Cooper also announced the DRIVE task force that day. She shared with the Commission the purpose of the DRIVE task force and that it required a report to be presented to Governor Cooper in January 2021. Ms. Pattillo thanked the Commission and said that she will gladly share
the links for everything with Ms. Roach to give to the Commission. The floor was then opened for Q+A and comments.

Secretary Sanders thanked LaTonya Pattillo for her presentation and everyone for their commentary. She reiterated the importance of diversity and inclusion in education.

*Commission took a 5-minute break.*

Secretary Sanders introduced Nancy Astrike of the Office of State Human Resources to talk on cultural competency.

**Cultural Competency**  
_Nancy Astrike, Division Director, NC Office of State Human Resources_

Ms. Astrike spoke to the Commission about some of the initiatives the state of North Carolina has developed in responses to recommendations from the Commission on Inclusion. For example, they expanded OSHR sponsored proclamations requests to include LGBTQ Pride month and developed supporting training opportunities for the HR community. She also shared some of the challenges of each initiative, including employee outreach for trainings. She shared some of the areas for growth in North Carolina, such as labor market issues in areas of education and law enforcement.

Ms. Astrike asked the Commission to refer to the table handout that outlined the accomplishments and future outcomes based on the Cultural Competence Subcommittee recommendations and proposals. She went over the table and outlined future goals and plans. Ms. Astrike closed her presentation by telling the Commission of the upcoming 30th anniversary of the Americans with Disabilities Act and an event that will be happening at the McKimmon Center in Raleigh to talk about the Governor’s proclamation.

**Lunch**

The Commission took a break for lunch.

**Meeting Adjourned**  
Subcommittee meetings were scheduled to take place after lunch. However, technical issues prevented communications with members present telephonically. The meeting adjourned at the conclusion of lunch.