

Date: Oct 12, 2021

Time: 12:00 PM

Attendees:

Notes:

- Introductions [redacted] interview, [redacted] note taking
- Tennessean Warning - verbal review, use information to make decisions, only share with people need to know
- [redacted] open up to [redacted] and walk us through incident last night with the BOE member, then we will ask clarification questions
- [redacted] written email have it?
  - [redacted] yes
- [redacted] took time to gather thoughts and think through it. I am speechless. I can't believe this is happening.
- [redacted] - read the email out loud
- [redacted] anything to add to that?
- [redacted] it wasn't just me that was in there. It was like five. [redacted] and me. I wasn't the only one that heard the comment. We didn't know what to say, what is going on? Is this happening? We looked at each other
  - [redacted] ?
- [redacted] - after all said and looked at each other?
- [redacted] continued the conversation and want you to see us as not just a number but I want you all to value us as [redacted] but also to support students in other means. Therapist, support families, and mention situation with one of the students. He agreed with that and needed to get to another group. I didn't say anything after those comments while [redacted] and Drewes were having.
- [redacted] after he left?
- [redacted] - we were talking and hey the comments he made was not appropriate
- [redacted] - it is not necessary, not the point. Not talking. Why does she needs to talk about it again. Relive the conversations. What is the next steps? Is he going to apologize
- [redacted] - we don't know yet, we talk to everyone, we gain all the facts, and talk to the [redacted] and include the BOE Chair. We make some resolution on the investigation side. We have a whole another incident to have healing around this. I can't tell you exactly what is going to happen but when we do an investigation. We always interview people as well. We are asking a lot of people and hearing it from them. It has more perspective and fill in holes. We are trying to verify that everything written down or pieces we have seen in writing is all captured.
- [redacted] what do you mean about later on what restoration
- [redacted] I am probably the wrong one to talk to about that. That will probably be the [redacted] and BOE Chair. Our job is to gather the facts and make some judgement and action

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- Introduction and review of roles
- Tennessean Warning, collect data, only share with need to know
- [REDACTED] verbalize what happened, instead of asking a series of questions, walk through it and we ask questions on clarification. Walk through what you heard, who was there, and any follow-up
- [REDACTED] I was at the BOE meeting, standing with [REDACTED]. JD walked up to the group. Said we were from [REDACTED]. Made a comment about trying not to be color blind and recognize color that helped him make an assumption we were [REDACTED]. [REDACTED] redirected the conversations to introduce [REDACTED]. Turned to her and said "are you one of the imports". [REDACTED] talked about where born. JD responded "oh you are a different kind of import." I was in shock after that. I waited for him to leave. I discussed with [REDACTED] what was said. My immediate reaction was completely inappropriate and racist. Especially coming from an elected BOE member. She verbalized exactly what I heard. Her saying out loud to me, she realized the context. I encouraged her to tell the [REDACTED].
- [REDACTED] you walked over with her? To [REDACTED] and [REDACTED].
- [REDACTED] - yes.
- [REDACTED] yes, sounds like [REDACTED] talked to [REDACTED] and reported to HR.
- [REDACTED] - yes
- [REDACTED] anything else to fill in there?
- [REDACTED] - no
- [REDACTED] that was very concise and who was there and processed it. Reviewed summary
- [REDACTED] - yes
- [REDACTED] follow-up, confidential as possible. Expect the same.
  - [REDACTED] - yes
- [REDACTED] there will be some other things. We don't share all the outcomes
- [REDACTED] - will we know?
- [REDACTED] I think it will be obvious. There are a lot of opportunities here. Education and healing to take place.
- [REDACTED] - okay - appreciate your time.

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#### Notes

- [redacted] hear from you
- [redacted] we were in the secondary group. I noticed that he was talking about, he was trying to impress himself and assert power. When [redacted] came to our group, she was very confused. The guy told me I was an "import". "What kind of import are you?" I said what did you say? And she said the conversation and then he reiterated the "Import" comment. Then [redacted] took over the conversation, [redacted] was trying to lighten things up but it didn't dissolve it. We were talking that it is not appropriate to say, is this something we need to go to the union about. [redacted] was already talking to [redacted] with [redacted]. We went over there to support her and help clarify to [redacted]. One of the other [redacted] was helping [redacted] and was agreeing, that's not right. That shouldn't have happened. People need to be more informed. Needed to correct without going to the actual person. We were trying to process. Instead of saying this, you should have said that. Trying to process something else should have been said from a person who is knowledgeable. The question was if you did go to one of Doctor Hollis training, you should know what to say
- [redacted] you weren't in core but came to you shortly after
- [redacted] - I don't want to make a statement, I think you heard enough already. I will agree with everyone.
- [redacted] all I need. What others said is accurate
- [redacted] - yes, I was in the core group. I was with her (pointed at [redacted]) We heard some of the comments, he was talking loud
- [redacted] what they were saying was accurate?
- [redacted] - yes.
- [redacted] thank you both. It is necessary. My hope is that through all of this we are in a better place.