

**2017-2018
Agency Goals**

- #1 – Improve outcomes for students.
- #2 – Become an acknowledged leader and convener of improving educational outcomes.
- #3 – Increase district and community participation and satisfaction with our services.
- #4 – Agency aligns actions to priority outcomes.
- #5 – Attract, develop, and retain high-quality staff.

*****Where have all the Board Agenda Packets gone?*****

MESD is an eco-friendly organization! The Board Agenda Packet is produced through BoardBook, a web based program, and posted to our MESD home page each month along with all meeting notices. As a result our annual printing costs have been reduced by 65%. You can view past meeting packets and minutes from July 1, 2007 to our most current by visiting us at www.mesd.k12.or.us.

The Multnomah Education Service District Board Equity and Inclusion Committee will meet on Thursday, October 4 at 1:00 p.m. at the main headquarters, 11611 NE Ainsworth Circle, Portland, Oregon 97220.

1. Call to Order

2. Review notes from August meeting

A. Follow-up items

- 1. Director Woodard to share status of getting information regarding demographic and education level information on our component districts staff members from TSPC.
- 2. Director Woodard to share about the discussion had at the August Administrators retreat around cognitive bias.

3. Review and discuss ways for implementing the MESD Equity Policy

A. Adopted definition for Diversity, Inclusion and Equity

- 1. Diversity-The full range of differences and similarities, visible and non-visible, that make each individual unique.
- 2. Inclusion-An environment that engages multiple perspectives, differing ideas, and individuals from different backgrounds to help define organizational policy and practice, and help shape organizational culture.
- 3. Equity-Values "equal outputs" (of performance, achievement, opportunity, resources, etc.) Assumes everyone starts from different places (in terms of history, experiences, opportunities, resources, etc.)

B. Board goals tied to the Equity & Inclusion Committee

- 1. Ensure inclusion through adopting and implementing an agency equity lens.

- a. Review feedback from Board members on the equity lens samples that were addressed at the August Board Retreat and determine next steps.
 - b. Assistant Superintendent Perrins to gather information on what our administrative teams are looking at for Equity.
2. Continue Board development and focus on regional leadership including equity work
 - a. Review ideas from August Board Retreat and determine next steps
 1. Regional Equity
 - Training, what is next
 - Grant
 - Metro area Equity work/Professional Development
 - Hiring

C. Other tangible steps we can take toward items 2,3,4 and 5 in the Equity policy in 2018-19

Multnomah ESD Board meetings are held in accordance with open meeting laws and with accessibility requirements. If accommodations for individuals with disabilities or for groups exceeding Board room capacity are required, please contact Board Secretary Heather L. Severns by close of business the Friday prior to the Board meeting, by calling (503) 257-1504 or e-mail hseverns@mesd.k12.or.us.