

Board Equity and Inclusion Committee  
meeting  
Thursday, January 6, 2022 1:00 PM

Due to COVID-19 Board meetings will take  
place via Zoom

## **Agenda**

1. **Call to Order**
  - 1.A. Board goals tied to the Equity and Inclusion Committee
    - 1.A.1. Raise visibility of MESD to advocate for adequate funding and program resources with a racial equity lens
    - 1.A.2. Ensure inclusion through implementing our equity lens to achieve equitable student outcomes
    - 1.A.3. Advocate for inclusive educational curriculum to address racist history throughout the region and the state
  - 1.B. Strategic Plan goals tied to the Equity and Inclusion Committee
    - 1.B.1. Improve outcomes for students
    - 1.B.2. Become an acknowledged leader and convener for improving educational outcomes
    - 1.B.3. Increase district, student and community participation and satisfaction with our services
    - 1.B.4. Attract, develop, and retain high-quality staff
2. **Review minutes from the December 2 meeting**
3. **Inclusive Curriculum**
  - 3.A. Review Board on adoptions and recommended updates
  - 3.B. Angela Hubbs to present professional development plan for inclusive curriculum.
4. **Breaking the School to Prison Pipeline**
  - 4.A. Review next steps from last meeting and determine action items
5. **Updates from Director Williams on how to actualize the Land Acknowledgement in all that we do**
6. **Reviewing policy amendments for gender neutral language and our equity lens**
  - 6.A. What are we missing for a policy review?
  - 6.B. Can we add to this equity lens?

# Board Equity and Inclusion Committee

Tuesday, December 2, 2021

## 2019-2021 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 – Attract, develop and retain high-quality staff

The meeting was called to order at 1:00 p.m. on Thursday, December 2, 2021 by Committee Chair Ying.

- **CALL TO ORDER**

**Present:** Helen Ying, Chair  
Mary Botkin, Board member  
Samuel Henry, Board Member  
Denyse Peterson, Board member

**Absent:** None

**Administration:** Sascha Perrins, Assistant Superintendent  
Holly Lekas, Interim Human Resources Director  
Reiko Williams, Equity Director

**Guests:** Melinee Steck, Subbing for Board Secretary  
Cassandra Hyman, MESD  
Stacy Michaelson, MESD

- 1. Review notes from the November 4th meeting-** The committee reviewed the minutes from the November 4th meeting and accepted them.
- 2. Updates from the Affirmative Action policy Review Sub-Committee-**
  - a. Final review of Affirmative Action Policy.
    - i. A discussion occurred around whether the Board goals should be included in the Affirmative Action Policy. The committee reviewed goals per group request. The goals will not be included in the policy.
    - ii. Will move policy forward to board for proposal
  - b. Stacy will find out more information about policy updates on the governmental level.

### **3. Inclusive Curriculum**

- a. Review Board Policy on adoptions and recommended updates
  - i. Instructional board policy documents shared with committee for review by January, 2022 meeting. Board members can add suggested language to the Google Doc by January 1, 2022. Policies II/IIA and II/IIA-AR were sent out to Board members and linked in the chat during this meeting.
- b. Angela Hubbs to present to the committee regarding professional development plan for inclusive curriculum at the next meeting

### **4. Breaking the School to Prison Pipeline**

- a. Review next steps from last meeting and determine action items
  - i. Can Board members reach out to other district Boards to see if they want to learn what we have learned?
  - ii. Can we facilitate to help staff in districts understand the leverage points
  - iii. Is there a need to improve on information sharing particular to IEPs.
  - iv. Big picture Legislation-Stacy will help with what and how we can create action steps.
  - v. How do we bring in student voice? Mary Botkin would like to take leadership on this piece.
    1. Focus group- Go to Helensview and speak with students
    2. Have student come speak with this committee.
    3. Professional Development for Administrations and Classroom teachers
- a. Action Item-
  - i. Mary, Denyse and Sascha will work with staff at Helensview and DEL to set up time to connect with students and hear their perspective.
  - ii. Finding a facilitator to work with students to determine patterns and help change the way our system works for these kids (Breaking the School to Prison Pipeline)

### **Adjourn**

There being no further discussion, the meeting was adjourned at 2:33 p.m. The next meeting of this committee will be at 1:00 p.m. on January 6, 2021.

Respectfully submitted,  
Melinee Steck/Heather Severns  
Executive Assistant/Board Secretary