

Board Equity and Inclusion Committee meeting

Thursday, December 1, 2022 1:00 PM

Virtual Via Zoom

1. Call to Order

1.A. Board goals assigned to the Equity and Inclusion Committee

1.A.1. Identify statutory and legislative priorities for engaging legislators and community partners to develop meaningful advocacy for MESD students and communities.

1.A.2. Ensure inclusion through implementing our equity lens to achieve equitable district outcomes

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 November 3, 2022 meeting

3. Action steps for the 2022 Board goals assigned to the Equity and Inclusion Committee

Board Equity and Inclusion Committee

Thursday, November 3, 2022

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, November 3, 2022 by Committee Chair Ying.

• CALL TO ORDER

Present: Helen Ying, Chair
Denyse Peterson, Board member

Absent: Mary Botkin, Board Member
Samuel Henry, Board member

Administration: Sascha Perrins, Assistant Superintendent
Reiko Williams, Director of Regional Equity Initiatives and partnerships
Heather Severns, Board Secretary

Guests:

1. **Review notes from the October 6 meeting-** The committee reviewed the minutes from the October 6 meeting and accepted them.
 - a. The sub-committee met on October 24 to begin reviewing the TAG policies and concluded that additional information is needed to help inform the work. ODE TAG office will be meeting with district staff for a training on TAG identification early November. The TAG policies sub-committee will meet again after that training..
 - b. Reiko Williams is consulting with Patrick Duffy of St. Louis Park, Minnesota. He led some transformational work in Minnesota regarding how they do TAG and Special Education.
 - c. Reiko and Sascha will be presenting a workshop entitled “Building systems for equity in policy” at the OSBA convention on November 11

The combined Equity and Inclusion and Legislative Committee meeting is scheduled for November 16th.

2. **Review MESD Board Equity and Inclusion Committee Working Agreement and make updates as needed**
 - a. The date needs to be changed.
 - b. There were no changes requested so the language will remain the same for this school year.

3. Review MESD Board Retreat minutes and goals assigned to the Equity and Inclusion Committee and determine next steps.-The committee reviewed the goals recorded in the August 5th minutes from the Board retreat. Goal 2 and Goal 3 are assigned to this committee.

- a. Goal 2- Identify statutory and legislative priorities for engaging legislators and community partners to develop meaningful advocacy for MESD students and communities.
 - i. ***Advocating for funding for our JDEP and YCEP programs. Work together with the Legislative Committee and work with Christine Otto and Stacy Michaelson on how best to move forward.***
 - ii. Assistant Superintendent Perrins suggested that we not be too broad and lose effectiveness. He advocated for a criteria for our projects and the things we undertake and believe to be high leverage so we can move the dial.
 1. What is a good way to frame this?
 2. How do we develop the criteria?
 - iii. What would be the strategy/plan to lift everybody to a baseline? Do the component districts all have a working equity lens? Helen let the group know that the RSBET work on this in 2020. . In 2020-2021 the group spent the entire year collecting equity policies and lenses. Dr. Johnny Lake facilitated the work in 2021-2022 and they did not meet monthly. There was a big turn over in representatives. They have not met yet this year. There are representatives from Parkrose, Riverdale, Centennial and Portland Public ready to start the work.
 - iv. Beyond Diversity training at MESD on November 21st and 22nd. Reiko will send the information to share with the Board.
 - v. Reiko Williams suggested that Board members attend the Courageous Conversations training in Austin TX next year.
 - vi. ***Gather information on prevention and intervention programs and initiatives that are already in place to help students stay out of the criminal justice system. So we can have a comprehensive understanding of what is in place. And look into what can we do in terms of opportunities and filling the gaps after we have identified them.***
 1. This work is already in progress with Natasha Jackson.
 - vii. ***Support e RSBET and the work they are doing.***
- b. Goal 3- Ensure inclusion through implementing our equity lens to achieve equitable district outcomes
 - i. ***Learn more about the MER program and stay informed regarding its progress. How can we help with diversity the workforce at MESD and in the region?***
 1. Deon or Nate can talk about this.
 - ii. ***Continue to review program report cards and look at trend data.*** Next steps
 1. This will be available in September or October 2023
 - iii. Equity stance-How are our values being actualized? What is really happening within our agency and within the work we do to influence our region.

- iv. Recommend to the Board to create a policy review committee. Ensure inclusion through implementing our equity lens to achieve equitable district outcomes. Review and improve practices.*
 - 1. Work on these polices within the committee prior to bringing them to the Board.
 - v. Gather information on efforts in the region on inclusive curriculum and teaching and learning strategies and determine gaps and opportunities.*
 - 1. Advocating for place based inclusive education curriculum to address racist history throughout the region and the state.
 - vi. Gather information on access to educational alternatives for career and apprenticeship opportunities and determine gaps and opportunities.*
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- 4. December meeting topics
 - a. Invite Natasha Jackson to join the December 1st meeting.
 - 5. Reiko shared an article about the history of the Oregonian.
<https://projects.oregonlive.com/publishing-prejudice/modern-impact>
 - 6. Meeting Summary/Action for the next meeting
 - a. Invite experts in the bolded areas above to attend the meeting and discuss the area.

Adjourn

There being no further discussion, the meeting was adjourned at 2:28 p.m. The next meeting of this committee will be December 1 at 1:00 p.m.

Respectfully submitted,

Heather Severns
Executive Assistant/Board Secretary