



## Equity & Access Meeting Minutes September 29, 2022

- Welcome
- Logistics & Land Acknowledgment
- Introductions
  - Each member present provided a brief introduction and interest in serving on the committee. Present were: Arushi Narinder, Jyoti Bajwa, Tawny Kemp, Kamille Scellick, Jeremy Wang, Allison Hill, Brett Muskavage, Carol Trower, Penny Rosen, Michael Sundlin, Laura Lupo, Kurt Harvill, James Everett
- Review of Committee Vision and Purpose
  - Dr. Everett provided a brief history of the vision and purpose, as well as the intent for the committee to determine an equity policy and analysis tool – then disband. He made a distinction to the greater equity work being shared among all rather than it being the charge of a specific committee.
- Belonging Through A Culture of Dignity
  - Dr. Everett shared an overview of the book by Cobb and Krownapple as the committee examined last year...and that the focus was to establish how we look for ways to reinforce belonging for all our students and families.
- Open Discussion, Equity Policies & Framework Samples
  - The group was asked to share their interests in being involved with this committee and their goals. Each person shared a personal story or experience. Some recognized the long term emphasis of policy and analysis development and wondered about how to address current issues happening now. The discussion continued with people sharing their frustrations and desire to have a district where students were not mistreated and how we may work to create safe, considerate spaces, and celebrate all students and their interests in our schools.

**Purpose:**

To collaboratively examine equity and access barriers for students and families of Meridian School District. We will develop an equity policy and an equity analysis tool, a requirement from OSPI for our Academic and Student Well Being Recovery Plan. Our aim is to better understand and address eliminating barriers so we may recognize, embrace, and protect the dignity of each student as a valued and important member of our school community.

**Basis for Establishment:**

- Develop a foundational understanding of equity and access aligned with the Vision, Purpose, and Collective Commitments of Meridian School District.
- Increase the diversity of voices and welcome multiple perspectives to fully understand the experiences of all students and families.
- Education is a generational endeavor for all students.
- Disparities exist in our student performance data pertaining to historically underrepresented students, e.g., students from communities of color, poverty, first-generation, LGBTQ+, learning disabilities, and others.
- Our strategic plan calls for the elimination of these disparities and increasing the diversity of certificated, classified, and administrative staff to reflect the composition of our student population.

**Plan of Work:**

- Examine Vision, Purpose, and Collective Commitments.
- Increase awareness of barriers to equity and access.
- Develop a common language and purpose for this work.
- Increase recognition and opportunities for multiple communities to see themselves represented and celebrated in Meridian School District – whether it be in their school building, the staff, and acknowledgment of them within the district.
- Develop an equity policy.
- Develop an equity analysis tool.
- Serve as a guiding body to the work and programs of the district.