



Equity & Access Meeting Minutes October 27, 2022

- Welcome
- Logistics & Land Acknowledgment
- Introductions
 - Each member present provided a brief introduction and interest in serving on the committee. Present were: Brett Muskavage, Addie Sosa, Penny Rosen, Tom Stratton, Carol Trower, Jeremy Wang, Adrienne Somera, 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.
- Equity Policy Protocol
 - Those present were asked to partner with another individual and examine sets of equity policies from different school systems in Washington state. Those examined were from Tumwater SD, Tacoma SD, Spokane SD, Highline SD, Federal Way SD, Lake Stevens SD, Mount Vernon SD and the equity statement from the Washington Association of School Administrators (WASA).
 - The pairs were asked to highlight areas of the policies that resonated and represented strong equity elements. When a district was thoroughly examined, then pairs were asked to examine and highlight multiple policies.
 - The marked policy forms were collected and a review of the process and discussion about the aspects that were important to the group was discussed.
 - This was to be the work of the community, not just the committee
 - Windows to different cultures, as well as mirrors
 - Focus on seeing and being seen



- Mutual respect and acknowledging others
 - Some districts conveyed policies where they felt active and more than well-intentioned
 - Others had inclusive language
 - Some policies identified a school board commitment and measurable outcomes
 - Some had powerful language, calling for social justice, mental health
 - How to include student voice
 - Considerations for language and impact were also considered
- The highlighted elements on the policies will be collected and shared at the December meeting to review and identify themes.