



Equity & Access Meeting Minutes
December 7, 2022

- Welcome
- Logistics & Land Acknowledgment
- Present were: Brett Muskavage, Addie Sosa, Penny Rozen, Tom Stratton, Jeremy Wang, Adrienne Somera, Allison Hill, Laura Lupo, Michael Sundlin, Kurt Harvill, James Everett
- Review of the October 27 minutes. All present acknowledged with thumbs up.
- Equity Policy Protocol
- Discussion of styles of policy and how do we create an equity policy that supports the district.
- Sharing of the strategic plan - and desire to share the strategic plan with other. Hopeful for this group to be excited for the language.
- Dr. Everett shared the process of developing the plan and the purpose of the strategic plan to help promote changes to support our students, staff and families.
 - We reviewed the Vision - Values and Outcomes
 - Comments were shared about the language in the strategic plan. Some wondering about the language not being specific enough to call out equity and equitable directly.
 - PR spoke about Lummi students and being part of a community.
 - AS introduced activity for the night to identify themes from the reviewed equity policies and procedures from the October 27 meeting.

**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.