



Equity & Access Meeting Minutes February 2, 2023

- Welcome
- Logistics & Land Acknowledgment
- Present were: Tom Stratton, Penny Rozen, Laura Lupo, Michael Sundlin, Carol Trower, Brett Muskavage, Kurt Harvill, James Everett
- Review of the December 7 minutes. All present acknowledged with thumbs up.
- A list of equity concepts derived from a process of examining multiple equity policies and procedures was compiled and shared with the group. An updated version of policy 3210, Non Discrimination, was presented to the group with an added section addressing Equity, creating a Non-Discrimination and Equity Policy.
 - The items in the document were shared and those present were split into partners to examine the new draft policy and to seek those identified equity concepts.
 - A discussion followed that examined what items were present and what items were still missing from the concepts list. There were recommendations made to improve the language of the policy and ensure missing concepts are considered for inclusion into the policy.

**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.