



Equity & Access Meeting Minutes

May 4, 2023

- Welcome
- Logistics & Land Acknowledgment
- Present were: Tom Stratton, Adrienne Somera, Brett Muskavage, Carol Trower, Penny Rozen, Kurt Harvill
- Review of the March 2 minutes: All present acknowledged with thumbs up
 - Each member of the group was provided an updated copy of the draft Non-Discrimination and Equity Policy (based on feedback from March 2).
 - The group read through the policy with the team and offered edits, clarity, and intent of the language. Emphasis continued to be in alignment with the Strategic Plan.
 - The Team discussed the difference between the opportunity gap and achievement gap, struck redundancies in language throughout the document, and reorganized the document.

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.