

**Equity Committee Meeting
Eugene Public Schools District 4J
Virtually, Zoom Meeting**

October 8th, 2020
4:30 pm

PRESENT: Eric Richardson, Ann Elizabeth Cole, Anne Marie Levis, Bao Adam, Betsy Boyd, Edward Olivos, Gary Campbell, Maya Rabasa, Laura Dahill, Thomas Anil Oommen, members; Misael Flores Gutierrez, Cydney Vandercar, Charis McGaughy, Jeff Johnson, Karen Hardin, KC Clark, staff

I. Welcome and Introductions

Mr. Flores Gutierrez called the meeting to order at 4:30 p.m, and welcomed the committee to the online meeting.

He commented that this meeting would be to get to know each other better through introductions and a centering activity, and then further to review the equity purpose for this committee. He then took a few moments to review zoom etiquette before beginning.

II. Review of Agenda

Mr. Flores Gutierrez then briefly went over the agenda for this meeting. The group would first start with introductions and a centering activity, and then they would move to review the purpose of this committee, review the Problem of Practice Protocol, the new ODE Equity Decision Tool, and then the equity priorities through a group activity. He then handed over the meeting to Superintendent Cydney Vandercar for a brief introduction.

Superintendent Vandercar thanked everyone and said there was big work to do this year and how there were a lot of familiar faces which was exciting, and how she was excited to hear all of the ideas coming out of this committee this year.

Mr. Flores Gutierrez then moved on to the introductions and centering activity.

III. Introductions and Centering Activity

Mr. Flores Gutierrez then asked each member of the committee to share a little bit about their background and then introduced the centering activity, which would be to think about one hope each member had for the committee to help achieve this year. He called on the present committee members to speak until all introductions and the centering activity were done.

IV. Review of Purpose

Mr. Flores Gutierrez then moved the meeting to review the purpose of the Equity Committee.

The purpose of the Equity Committee is to create equitable access to resources and create a more equitable environment overall for students affected by issues of social and economic bias and inequity to ensure the most equitable outcome for all students in 4J.

V. Problem of Practice Protocol

Mr. Flores Gutierrez then moved to discuss the Problem of Practice Protocol within the equity sphere. A problem of practice is an area that a school or the school district identifies that focuses on the instructional core, is directly observable, is actionable, and connects to a broader strategy of improvement. In the equity sphere, it was discussed that these protocols need to directly influence problems seen within the 4J school district that directly affect equitable outcomes of students who are disadvantaged in any way in terms of equity.

VI. Equity Decision Tool

The discussion was then moved to the Equity Decision Tool. Mr. Flores Gutierrez then showed a video in which the group watched that discussed the difference between equality and equity. Equality ensures every person is equal in all aspects regardless of where they started or their differences. Equity ensures that each student has the specific needs they require due to their different backgrounds and disadvantages for the chance at an outcome that reflects equality. The decision tool is to make sure each issue is viewed through a lens of equity that reflects the definition of equity discussed above.

VII. Equity Priorities/ Activities and closing

Mr. Flores Gutierrez then encouraged the group to get together for another discussion activity to brainstorm and record their priorities for this year's equity committee meeting to be discussed at the next meeting. The group then met and brainstormed their priorities.

Mr. Flores Gutierrez then thanked the committee for welcoming him to the committee and the committee for being there once the group activity was over. He mentioned the next meeting would be held on November 12th, and closed the meeting at 6:30.