



**SCHOOL
DISTRICT**

Preparing children for an ever changing world

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The Equity Policy Advisory Committee will make recommendations to the Board focused on racial equity, gender equity, and equity for students experiencing disability in policies and practices to address matters related to discrimination, racism, or prejudice, promote ideas of organizational anti-racism.

Role of the Equity Policy Advisory Committee

In an ongoing effort to increase communication with the public and to provide for citizen involvement, the Board appoints advisory committees which include community members to consider matters of Neah-Kah-Nie School District-wide importance.

The Equity Policy Advisory Committee will

- gather promising practices and tools from across the country.
- establish clear, consensus-based recommendations on best policy and practices to advance the equity and inclusion efforts across the organization.
- audit district policies with an equity lens and anti-racism focus
- assess and recommend consistent policies regarding anti-racism, diversity, equity, inclusion, and sovereignty
- support strategies for staff recruitment, hiring, on-boarding, retention, and promotion through an equity lens

Membership

School Board advisory committees shall consist of qualified members from the community whose purpose shall be to provide input, advice, and support to the School Board on topics identified by the School Board as specific to each committee. Board members will make every effort to ensure that applicants have skills and knowledge related to the advisory committee to which they are appointed. The board is interested in having a diverse committee that includes people from varied backgrounds, perspectives,

and experiences who:

- bring knowledge, experience, and relationships that reflect the diversity of the Neah-Kah-Nie School District community
 - have a strong interest in educational equity issues
 - can engage in the process of institutional change related to equity and antiracism
 - have experiences across multiple dimensions of diversity
- The Equity Policy Advisory Committee shall have a total membership of no less than seven members and no more than ten members to be composed of board members, staff, community, and leaders within the region. There will be a minimum of two, but no more than three, board members. Neah-Kah-Nie Staff members will be selected by the Superintendent.

Meetings

All advisory committee meetings shall be considered open meetings, may be recorded, and will comply with the Public Meetings Law. The Equity Policy Advisory Committee will meet monthly. A member's time commitment is estimated to be approximately four to five hours per month with two hours being the committee meeting. For the safety of our students, staff, and communities, the committee will hold virtual meetings for 2020-21. Committee members shall serve one year terms, with a limit of three terms.

Members of the Equity Policy Advisory Committee are essential for helping to guide the district and assist us in meeting the needs of our diverse student population. If you are interested in being considered for this committee, please complete and submit the application for appointment below:

Application:

Board Equity Policy Advisory Committee Interest Form

Thank you for your interest in volunteering with Neah-Kah-Nie School District as an advisory member to the board. Applications are due by Monday, Jan. 4, 2020.

- Email
- Name
- Phone
- Organization

•**What is your Race and/or Ethnicity?** (This was a list to select as many as apply - White; Hispanic or Latino; Black or African American; Native American or American Indian; Asian / Pacific Islander; Other)

•Share why you want to serve on this Equity Policy Advisory Committee and what you envision for Neah-Kah-Nie School District institutional equity and anti-racism initiative.

•Please describe your own background and life experiences that you believe prepare you to serve the needs of diverse learners.