

Board Equity and Inclusion Committee  
meeting  
Thursday, September 2, 2021 1:00 PM

Due to COVID-19 Board meetings will take  
place via Zoom

## **Agenda**

1. **Call to Order**
  - A. Board goals tied to the Equity and Inclusion Committee
    1. Raise visibility of MESD to advocate for adequate funding and program resources with a racial equity lens
    2. Ensure inclusion through implementing our equity lens to achieve equitable student outcomes
    3. Advocate for inclusive educational curriculum to address racist history throughout the region and the state
  - B. Strategic Plan goals tied to the Equity and Inclusion Committee
    1. Improve outcomes for students
    2. Become an acknowledged leader and convener for improving educational outcomes
    3. Increase district, student and community participation and satisfaction with our services
    4. Attract, develop, and retain high-quality staff
2. **Review minutes from the July 27 meeting**
3. **Review MESD Board Equity and Inclusion Committee Working Agreement and update as needed**
4. **Follow up on items from the July meeting**
  - A. Recognizing Juneteenth
  - B. Date and time for Board work session with Deena Corso
5. **Review and recap committee work for 2020-2021**
6. **Looking ahead: what should the committee focus on in 2021-2022?**

# Board Equity and Inclusion Committee

## Tuesday, July 27, 2021

### 2019-2021 Agency Goals

#1 – Improve outcomes for students

#2 – Become an acknowledged leader and convener of improving educational outcomes

#3 – Increase district and community participation and satisfaction with our services

#4 – Attract, develop and retain high-quality staff

The meeting was called to order at 11:00 a.m. on Tuesday, July 27, 2021 by Committee Chair Ying.

#### • CALL TO ORDER

**Present:** Helen Ying, Chair  
Mary Botkin, Board member  
Denyse Peterson, Board member

**Absent:** None

**Administration:** Sascha Perrins, Assistant Superintendent  
Reiko Williams, Equity Director  
Stacy Michaelson, Government Affairs Administrator

**Guests:** None

1. **Review notes from the June meeting-** The committee reviewed the minutes from the June 6th meeting and accepted them.
2. **Follow up on items from the June meeting**
  - a. **Recognizing Juneteenth-**We will follow up on this item when Sean returns.
  - b. **Time and date for Board work session with Deena Corso** –Assistant Superintendent Perrins will follow up with Deena Corso on this. It will be a meeting with multiple people, whom Sean has lined up and the Board. Christine Otto and Marcia Perez will also be part of this group.
3. **Review and recap committee work for 2020-2021-**The committee members were sent a recap of the work that has been done since 2018. Committee members will take some time to review this document, add what may have been missed by Helen and highlight items that they feel they want to do more work on.
4. **Looking ahead: What should be the committee' focus in 2021-22-**Anyone that has any items they would like to focus on for 21-22 please email them to Helen and cc Heather.
5. **Scholarship committee-**The group spoke about a scholarship sub-committee. These items will be added to the retreat agenda.

- a. **Scholarship Fundraiser**-Denyse has a contact that would like to host a fundraiser for MESD.
- b. **Union donation**-Mary would like to contact the unions that support our employees to donate to our scholarship fund.

### **Adjourn**

There being no further discussion, the meeting was adjourned at 11:55 a.m. The next meeting of this committee will be at 1:00 p.m. on September 2, 2021.

Respectfully submitted,

Heather Severns

Executive Assistant/Board Secretary

## **MESD Board Equity and Inclusion Committee Working Agreement 2020-2021**

### **Mission**

To advance MESD internal equity work and overall regional equity work.

### **Authority**

The Equity and Inclusion Committee will make recommendations to the Board.

### **Committee Goals**

- The committee will establish clear, consensus-based recommendations on best practices to advance the equity and inclusion efforts across the organization.
- Research and recommend specific best practices to advance MESD internal equity work and overall regional equity work.
- Gather promising practices and tools from across the country
- Focus on high leverage strategies

### **Committee Activities**

- Gather promising practices and tools from across the country, and develop recommendations for advancing MESD internal equity work and overall regional equity work.
- Reach out and develop relationships with local and regional groups doing similar work.
- Implementing the Educational Equity Policy and exercising the Equity Lens for both the agency and the Board

### **Meeting Frequency**

- The Committee will meet monthly on the First Thursday of the month from 1:00 p.m.-2:30 p.m. End time may be earlier depending on the agenda and committee chair.

### **Scope**

This charter applies to the activities of Committee, which may in turn; affect all entities, departments, and individuals of MESD and the component districts across the region.

### **Decision Making**

- The Committee members present at meetings where a decision needs to be made will make decisions. The group will arrive at a decision by consensus. After sufficient fact finding and discussion if consensus cannot be reached the group will decide by majority. Everyone will be heard, and no decision will be held up without significant reservations or concerns being raised.
- When deadlines or other factors require that decisions must be made, Committee members who are present at the meeting will make the decision. In cases where consensus is not reached, decisions will be made by majority. If a decision must be made by majority and concerns remain, the issues/concerns should be recorded along with the decision.
- If decision must be made outside of a planned meeting, members may be solicited via electronic means for their views with the aim of reaching consensus.

### **Principles and Ground Rules**

- Start and end each meeting on time.
- Come prepared
- Have a prepared agenda with an objective and expected outcomes.

- If member needs differ from published agenda it is incumbent upon the member to notify the chair so adjustments to the agenda can be made.
- The Committee will be a safe space, where all members can speak freely and have their voices are heard, regardless of their status. Meaning that all members are able to speak freely and have their voices heard. Hard on the problem and soft on the people
- Members will clearly verbalize when input or information is to be kept confidential.
- Members will listen actively.
- Discussion items that don't relate to the meeting's objective will go to the "parking lot".
- Members will focus on underlying needs and interests, not positions. Focus on the needs we are trying to meet.
- Ask to challenge ones position.
- We will practice and demonstrate flexibility.