

## **Equity Committee Notes**

October 1, 2024

6pm

**People present:** [Alyssa Schwartz](#), [Julaine Roffers-Agarwal](#), Rachael Droogsma, Whitney Boesel, Sarah Stocco

Topics Discussed:

### **Equity Statement/Definition of Equity**

After reviewing links and researching on our own, it was noted that many schools do not have equity statements listed on their websites. One school district that does is SPPS, which has both racial and gender equity links. It was discussed that one of the things we liked about the SPPS statements were examples of what equity looks like for students in different environments and ways the district supports students.

It was discussed that one reason a lot of schools may not have equity statements is that it might feel performative instead of action oriented. We definitely want to stay true to action orientation, so for now, it seems best to come up with a working definition of equity so that we can use it as a framework for reviewing policies, procedures and happenings. A good question we can use to guide our work is: "Who is missing?" In the interest of getting something in writing, it was suggested that we use the definition of equity from the Equity Charter for this committee, adding wording that includes "family structure, neuro-type, and disability." Sarah will email out the current charter for review by the committee. It was discussed that our goal as a school community is to help children be their best selves, and do the least amount of harm possible.

### **Governance Committee Collaboration**

The Equity Committee will work with the Governance Committee to participate in the cycle of policy and procedure reviews. Policies and procedures are reviewed on a set cycle, in addition to reviewing that has to happen when MN State Law wording changes. The Equity Committee will review and suggest any changes before Governance, specifically looking for suggestions relating to Equity. Sarah will share the spreadsheet with the group that lists the policies for review in the 2024/2025 school year.

### **Parent Partnerships**

It was discussed that another great use of the Equity Committee's time would be to arrange one or two Parent Partnership events focused on equity per year. Alyssa appreciates the help and input. It was shared that Embracing Equity would be a great resource for both our Board and Parent Partnerships (Embracing Equity is the group that has already been working with staff and administration on equity work).

### **Actionable Items**

Sarah:

Send out the Equity Charter for review of the definition of Equity in an edit friendly way for folks to be able to comment online in Google Docs.

Send out the spreadsheet shared from Governance for folks to look ahead to policies to review. Start a spreadsheet in Google Sheets to use as a starting place for a rubric for reviewing policies, procedures, and happenings at CMES.

Meeting finished by 7:05pm

Respectfully submitted by Sarah Stocco