

Northshore School District
Racial and Educational Justice Committee
Meeting Minutes
September 29, 2021

Agenda

- Racial and Educational Justice Department Introductions
 - Our Work
- Committee Introductions
- Dates
- Review Subcommittee List and Members
- Expectations
 - Guiding Principles
 - Membership and Time Commitment
 - Restorative Practice Protocol
- The 'Why'

Subcommittees and roles

- **Districtwide Engagement**
 - Develop district-wide interventions to help students, families, and community members feel more supported and involved; organize creative spaces to inform, engage, and empower students, families, and community members; and facilitate events to elevate compassion, transparency, collaboration, and belonging in the district-community.
- **Schoolwide Engagement**
 - Support schools in the development of school-level interventions to help students, families, and community members feel more supported and involved; help schools organize creative spaces to inform, engage, and empower students, families, and community members; and help schools facilitate equity-related events.
- **Measuring Progress**
 - Research and collect data on disproportionalities in regards to discipline, attendance, opportunities, academic achievement, etc. in NSD and make the results accessible to the district-community.
- **Religion**
 - Create space to facilitate productive conversations related to religious beliefs, practices, and observances within the NSD community; raise awareness and educate the NSD community about religious observances and practices; influence district policies to ensure religions are represented and acknowledged; engage in up-to-date calendaring in relation to religious observances.
- **Gender and Sexuality**
 - Develop interventions to foster safe and supportive environments for LGBTQIA2S+ students and staff; advocate for LGBTQIA2S+ rights and opportunities; and facilitate events to elevate belonging and allyship in the district-community.

- **Disability Justice**
 - Create, collaborate and develop ways to build belonging, create safe and supportive environments for students who receive Special Education services, staff who support Special Education services; advocate for students with disabilities rights and opportunities; and facilitate events for the district-community.
- **Hiring and Retention**
 - Implement retention and recruiting strategies, events, and practices; generate equity and diversity-focused questions for hiring committees; review and provide feedback on Human Resources' outreach strategies; and organize and facilitate Staff of Color Coalition events and opportunities.

Expectations

- *For all active members
- Serve in the best interests of the (sub)committee
 - Put the (sub)committee's collaborative agenda before **personal or professional agenda**
- Be actively involved in (sub)committee decision-making
- Attend meetings regularly and contribute to discussions
 - Honor decisions made at meetings you may not been able to attend
- Engage in collaborative decision-making with other committee members
 - The committee and your sub-committee must build consensus for the overall benefit of the group
 - No member should make decisions or act alone, unless delegated to do so by the whole group
 - When subcommittees make collaborative decisions, they should run their ideas by Racial and Educational Justice Department

Community Commitments

- Leverage the power and privileges of our intersecting identities to support one another
- Manage airtime to allow space for others to voice their thinking; silence is okay
- If someone shares something you disagree with, address the content not the person
 - Disagreeing with the validity of someone's identity is discrimination, not disagreement
- Honor individual experiences by supporting vulnerability
 - Speak your truth
 - Speaking in a way that dehumanizes a community is not speaking truth, rather, perpetuating discriminatory language
 - Honor your authentic self
- Practice self-reflection and self-reflexivity
- Engage in Restorative Justice Protocol if harm has been caused

Subcommittee Time

- Share your name, pronouns

- Take a moment to reflect on your 'why' to this work
 - What is your why? Share out with your subcommittee
- What policies, procedures or initiatives might your subcommittee implement this year?