

CALL FOR APPLICATIONS

Diversity and Equity Committee

Due by: Monday, September 30, 2019



The Northshore School District (NSD) invites those interested in serving on its Diversity and Equity Committee to apply by Monday, September 30, 2019.

Northshore is committed to creating a safe, caring, and mutually respectful environment within our school district community so that all students, families, and staff feel valued, supported, and welcome. We honor the diversity represented across our community and throughout our schools in regards to race, ethnicity, culture, socioeconomic status, gender, mental health status, disability/ability, age, sexual orientation, religion, and gender expression. Therefore, we have a responsibility to commit time, energy, and resources to develop an equitable and inclusive environment for all students, parents, and staff.

Guiding Principle

The district believes in creating safe, caring, mutually respectful environments where all students, staff, and parents are honored and valued for their diverse cultural backgrounds, identities, abilities, and strengths.

Role of the Diversity and Equity Committee

NSD's Diversity and Equity Committee serves as an advisory to the School Board and Superintendent, and advocate for our community at large. The committee's aim is to provide these stakeholders with support, guidance, and information to fuel equitable practices in our district overall. NSD students, teachers, staff, administrators, community members, and parents are encouraged to apply.

Central Focuses for the Diversity and Equity Committee:

- Promotion of inclusion and equity for all members within our Northshore community
- Review and analysis of student performance, program participation, and behavior data in order to form policy and procedure recommendations
- Alignment with NSD's Strategic Plan
- Support in identifying, reviewing, and implementing curricula, initiatives, and efforts that best support students, staff, parents, and community members

Sub-Committees within the Diversity and Equity Committee:

Sub-committees are an important structure that we use to engage in work across a field of interests that pertain to equity and diversity in education. Note: these sub-committees are not set in stone, and the Diversity and Equity Committee looks forward to continuing to expand its scope in the years to come.

Sub-Committees and Main Areas of Responsibility:

- ❑ **District-Wide 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.
- ❑ **School-Wide 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.
- ❑ **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.
- ❑ **GSS (Gender and Sexuality):** Develop interventions to foster safe and supportive environments for LGBTQIA+ students and staff; advocate for LGBTQIA+ rights and opportunities; and facilitate events to elevate belonging and allyship in the district-community.
- ❑ **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.

Membership

Members should be committed to serving:

- A two-year term *members can reapply after they serve their term
- A minimum of 2 hours per month
- At a consistent rate (ie: consistent attendance)

Meeting Schedule

The Equity and Diversity Committee meets from 4-6pm on the fourth Wednesday of each month, beginning on October 23, 2019. The location TBD. Subcommittees are encouraged to meet on their own and at their desired location any time between each formal committee meeting.

More information about the Equity and Diversity Committee, including the online application form, is available at www.nsd.org/equity or by calling 425.408.7670.

Applications are due to the Communications Office by Monday, September 30, 2019.

(See page 4 for application)

**APPLICATION FOR
Equity and Diversity Committee**



Please print or type:

Name:

Date:

Home Phone:

Email address:

Cell/Work Phone:

Feeder Pattern: Bothell Inglemoor North Creek Woodinville SAS/Networks

I am a: *(check all that apply)*

Parent District Employee Principal/Administrator Religious Leader Student Other Community Member

1) What interests you about serving on this committee?

2) List some skills and personal characteristics that you feel would contribute to this work.

3) List any areas of expertise that you feel would contribute to this work.

4) In relation to the current sub-committees, check all boxes that apply to your areas of interest:

District-Wide Engagement

School-Wide Engagement

Hiring and Retention

GSS (Gender and Sexuality)

Measuring Progress

Religion

5) What else would you like us to know about your interest in this committee's work?

Return application by Monday, September 30, 2019, to Communications through one of the following methods:

- *Apply online from this webpage: www.nsd.org/equity*
- *Complete this PDF (may not work with all software), resave and email it to communications@nsd.org*
- *Print this PDF, complete, scan and email to communications@nsd.org or Fax to 425-408-7675.*
- *Mail completed application to Communications, Northshore School District, 3330 Monte Villa Parkway, Bothell, WA 98021*

For district use only

DATE RECEIVED:

SERVICE AREA: