

# EQUITY POLICY STEERING COMMITTEE

## MEETING AGENDA

Thursday, March 17, 2022

5:15 p.m. – 6:45 p.m.

Via Zoom: <https://osd111.zoom.us/j/84366268093>

## WELCOME/INTRODUCTION

Patrick Murphy, Superintendent

Maria Flores, Board President/Director; District 1

Scott Clifthorne, Board Director; District 5

## OLYMPIA SCHOOL DISTRICT RACIAL EQUITY PLANNING

- Where we've been?
- Where we're going?

## EQUITY POLICY STEERING COMMITTEE

- Roles and Responsibilities
- Focus Group

## QUESTIONS

- NEXT MEETING

# EQUITY POLICY STEERING COMMITTEE

## MEETING NOTES

Thursday, March 17, 2022

5:15 p.m. – 6:45 p.m.

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## SAMPLE NORMS

- Begin and end on time with flexibility as issues demand; time agenda will be available in advance with a shared document.
- Participant conversation will be confidential, honest, reflective, and engaged; disagreement is welcome when searching for the best decision; humor and creative problem solving are encouraged. Members should come prepared with items prioritized by importance and urgency in case of the need to condense the agenda due to time constraints.
- Agenda items are an opportunity to learn about all aspects of the organization, expand our understanding, and collaboratively problem solve. Stand alone, professional development/learning opportunity time is also encouraged as part of the cabinet and can be brought by any member.
- We will clarify at the end of each meeting the messages to be shared outside Cabinet. While we may disagree during the process of reaching consensus, we will publicly support our decisions once they are made.
- Norms will be monitored by all members of the group.

**WE WANT TO BE CALM, THOUGHTFUL and OPTIMISTIC** that will lead to us feeling more **PROUD** of our work and **GRATEFUL**.

Actions that cabinet commit to this year when meeting and interacting with one another to increase the likelihood of a more positive working environment as described in the descriptive words above include:

1. Follow our established norms
2. Be prepared for meetings, particularly cabinet. Have agenda items in place before the meeting so we don't feel things are adding up and piling on as we go.
3. Be Present - get off of phone and email and truly engage and listen to one another which would include asking clarifying questions and summarizing and paraphrasing.
4. Summarize in written form action items and be clear and specific in our agreements with each other. Those written notes should include who will do what, when, and how we will follow up and close the loop.
5. Try to identify where an item or issue should be vetted and discussed (i.e. ILT, OLT, TILT, Levels, Cabinet, one one one, etc)
6. Go to the source as soon as possible - directly talk to one another when there is confusion, tension or disagreement to avoid issues simmering and getting bigger.
7. Celebrate, laugh and use humor as appropriate to lessen emotional contagion.

- Community Agreement instead of Norms
  - Procedural Norms good
  - How we are present in the space norms too How do we define
  - Use person first language
  - Bring your curiosity
  - Challenge idea and not people
  - Keep it positive, open minded and restorative - especially important in talking about tough topics like Race
  - Keep in mind cultural differences and communication style
  - Respect everyone perspectives given
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- NEXT MEETING – Tuesday, March 22 at 5:15 p.m. via Zoom