

# **EQUITY POLICY STEERING COMMITTEE**

## **MEETING**

Thursday, April 21, 2022

5:15 p.m. – 6:45 p.m.

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

WELCOME/INTRODUCTION

AGREEMENTS

FOCUS GROUP PLANNING

QUESTIONS

CLOSING/WRAP-UP

Next/Future Meetings

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### **Captured Comments:**

**Claire Beagle** – We need a clear mission/vision statement for the project to use as a primer for Community Listening Sessions and communications throughout the project.

**Parfait Bassale** – “feels like this is being done to us.”

### **Action Items:**

- **Vision Statement for the Project** that can be used to frame Community Listening Sessions facilitated by Steering Committee Members, the Board of Directors, and OSD Leadership.
  - In reflection on Claire's comment above, at a minimum, some of the components of a project vision are baked into the Project Charter. These could be extracted and highlighted at the forefront of the document. Or, a separate document can be created with better formatting.
- **Roles and Responsibilities Defined** - District Project Team, Board of Directors, and Steering Committee (RACI Matrix – Responsible for completing the project task, Approver (who has final signoff), Consulted (Team Members assisting the Lead – “R”), Informed (Communications – status updates/completion updates)

- **Community Listening Sessions Protocol** developed and approved by the Steering Committee
  - **Information/Data Collection, Feedback Loops, and Tracking Mechanism** processes are defined, agreed to, and implemented for fidelity in the feedback we collect.
- **Asset Mapping continued** to accurately represent our schools and community, ensuring all have a voice in the Equity Policy.
- **Detailed Project Schedule**, the definition of done/integration points into the larger project, and Project Dashboard set up in the Planning Phase, so expectations are set, including all community meetings and anticipated results.
- **District Data 1-pager** – transitioned into an infographic or a more visual representation vs. just the data to accommodate varying learning styles and preferences.
- **IDEA:** Ask Steering Committee Members – for a sub-group of members who would like to work with the District to help plan this project. [Vision/Missions Statement, Protocol Development, Feedback Loops, Roles and Responsibilities Planning, Asset Mapping tracking and signoff.]

# Equity Policy Feedback

Olympia School District  
Spring 2022

## Student Outcome 4

Our students will have the skills, knowledge and courage to identify and confront personal, systemic and societal bias.

## District Improvement Plan - Action Plan Item G.

We will develop and implement a Board Policy on Equity

# What is Equity?

*Everyone in our learning community receives the resources, attention, and supports needed to reach full potential.*

# What is Equity?

**Educational Equity is:**

- **raising the achievement of all students, while**
- **narrowing the gaps between the highest and lowest performing students, and**
- **eliminating the racial (and programmatic) predictability and disproportionality of which student groups occupy the highest and lowest achievement categories.**

-Glenn Singleton

“Courageous Conversations About Race”



# DATA Exercise

[https://osd.wednet.edu/UserFiles/Servers/Server\\_61540/File/Communications/OSD%20Equity%20Policy%20Data.pdf](https://osd.wednet.edu/UserFiles/Servers/Server_61540/File/Communications/OSD%20Equity%20Policy%20Data.pdf)

# Questions

1. Based on the data and/or your own experiences, what might the cornerstone categories, themes, or big ideas for our Equity Policy be?
2. What are the highest priorities that we should focus on immediately, while we simultaneously develop the Equity Policy?
3. What are we missing?

