

Minutes from April 20, 2021 Meeting of Inclusion Alliance
"We advance diversity, equity, and, inclusion for all students
of the Neah-Kah-Nie School District"

Chair, Kelly Thayer brought the meeting to order at 4:00 PM by honoring the Nehalem and Killamook and Grand Rhonde Tribes and welcoming our new member, Michael Simpson.

Present were: Michele Aeder (minutes taker), Ali McCann, Madison Chestnut, Kathy Kammerer, Michael Simpson, Cameron Brisack. Pat Ryan was absent.

We collaborated on and fine tuned the equity statement that Madison had presented previously. We agreed on the equity statement which is attached to these minutes.

This will be presented to the board at our next meeting for their approval.

We discussed the equity lens. We have a number of samples and preferred a statement which also has a worksheet attached. Kelly created a google doc and we will work on this and hope to finalize it at our next meeting.

Discussion ensued about our current policies not aligning with today's technology. Questions were asked about the process to work on and create school district policies. Michele stated that our committee likely would be involved in looking at our current policies using the equity lens to determine what changes may need to be made. She also stated she believed the OSBA and ODE were working on policy revisions related to equity issues.

Two members indicated that kids are using technology inappropriately And asked what could be done. They were encouraged to make those reports to this committee so we can follow up with administrators.

Madison will chair the May 18, 2021 meeting.

Ali will take minutes. Meeting times have been changed to 5:15.

Meeting ajourned at 5:09 PM

Respectfully submitted by, Michele Aeder

Equity Statement;

At Neah-Kah-Nie School District, we are committed to providing a first class education to our community with the goal of equipping our students with the knowledge and skills necessary to become productive members of society and achieve their desired goals. To achieve this goal, we must create and foster a safe, equitable, and inclusive learning environment for all of our students. Neah-Kah-Nie School District, in alignment with the Oregon Department of Education, is committed to the following:

- Neah-Kah-Nie School District condemns racism, racial violence, hate symbols, hate speech and all forms of bigotry inside and outside of the school including online activities.
 - Use of hate symbols and derogatory speech prevents students from gaining access to a safe learning environment, one of the key elements to a quality education
- Neah-Kah-Nie School District condemns any form of discrimination on the basis of race, gender, age, sexual orientation, disability-physical, emotional, and mental, socio-economic class, religion, country of origin, language spoken, etc. by students, teachers and school administration inside and outside of the school
 - Discrimination actively creates an inequitable and unsafe environment, preventing students from receiving equal opportunities in the classroom.

Goals/Agreements

- Neah-Kah-Nie School District operationalizes our equity lens by:
 - **Assessing** how our policy affects the underserved demographic groups in our community and address specific barriers to quality education
 - **Analyzing** the consequences of established and future policy changes in regards to disparities in our community
 - **Allocating** resources to create equal opportunities for every and all students
 - **Modify** strategies to ensure cultural and individual needs are met