

**Inclusion Alliance**  
**a Committee of the Neah-Kah-Nie School Board**  
**Zoom**  
**April 19, 2022 5:30 PM**  
**Facilitator: Carol Mahoney**  
**Scribe: Kathy Kammerer**  
**Meeting Minutes**

Attendees: Michele Aeder, Kathy Kammerer, Carol Mahoney, Ally Mcann, Sharif Liwaru, Kelly Thayer, Kelsey Cardwell NWRESA Communications Director

Honor Native People

Call to order/ Open Meeting:

Approve the agenda / add to the agenda;

Michele Aeder added 2) Questions from Admin 3) Diversity video 3) Questions from Kate Paterson to new business.

M: Kathy 2nd: Ally: Passed unanimously

Approve the minutes: (See Below)

Passed unanimously

Old business / Update from last meeting

1. Bus driver interview video-

Michele and Kelly: Michele shared that she, the interviewing kids, bus drivers, and Dan met in Kelly's room. The drivers choose any 4 questions from a list of questions. Dan was very calming. Kelly did the intro, kids asked the questions, Dan did a good job. The video will be an mp4. She said Paul asked that Admin. Council see the video. Carol asked to see it first too. Michele will let the committee know when it is available to preview.

3. Bullying/harassment complaint form-

Moved to next meeting

4. Name pronunciations for native peoples-

Kathy is following up with one of the librarians at the Grande Ronde Library who can help with the pronunciations.

5. Update student policy in student handbook and in board policies for pride flag type incidents-

**New business**

### 1. Report of student incident to superintendent-

Michele shared the story (no names or particulars) of a verbal incident, which happened outside of school. It was a reminder of what can happen in the community. The student handled themselves well at the time, and spoke up about the problem with an adult they trusted. It was determined to be outside school parameters. We discussed whether any policies applied, or were needed. We agreed in this instance no. We acknowledged sometimes what happens on the outside could carry over to school.

2) Carol and Michele met with Admin. Council via zoom. Michele shared the list of questions they have. We took the questions one by one (Personal note- I will attach the list with the answers Michelle wrote down to take back to Admin., I was so engrossed in the discussion that I stopped writing.)

2. Kelsey Cardwell from NWRESA had some questions that were not clear from the press release on the Equity Lens, to tell a deeper story.. Such as, "How did it come about? How do you use it? How to tell the story? Why did this come about?" That led to answering some of them.

How did it come about? Michelle said it came about when she, Carol Mahoney, and Pat Ryan were together on the corner of a Black Lives Matter demonstration. She/they brought it to the board and asked to issue a support statement. It was declined although some supported it. It led to Michelle asking Paul for a committee. Paul said that it was already law, so yes, to a committee. At the first meeting former students came forward and told their stories. Those stories in turn inspired a deeper resolve to address the issues of Equity, Diversity and Inclusion in our district at all levels.

How do you use it? Kathy shared the example of how she is using the equity lens in her elementary library. Asking herself "Does this... decision ignore or worsen existing disparities and opportunity gaps? Does it produce other unintended consequences?" And applying the question to book major orders. Normally when placing a book order she pulls from requested titles, resource lists, awards lists, and other sources compiled into a wishlist. She looks for a diverse range of books so that all kids need, interests, and that they can see themselves within. Then she inevitably needs to chop and whittle down the order to fit within the budget and get the most bang for the buck. This year she is going to add a step to analyze her final order, using the Equity lens questions. Looking at, for example, if a group of kids equals 6% of the school population, but represent 1% of the books, that would indicate a problem.

Michelle will forward the email from Kate Pattison to Kathy Kammerer to respond regarding existing contacts with the Confederated Tribes of Grand Ronde.