

Inclusion Alliance  
a Committee of the Neah-Kah-Nie School Board  
Zoom  
November 15, 2022 5:30 PM  
Facilitator: Carol Mahoney Scribe: Kathy Kammerer  
Meeting Minutes

Honoring Native People Announcement;  
Nov: Native American Heritage Month, Nov. 25th is Native Heritage Day

Call to order/ Opened Meeting: 5:38pm

Present: Carol Mahoney, Michele Aeder, Kathy Kammerer  
guest Ryan Keefauver

Approve the agenda / add to the agenda; Approve the minutes:

Approved as Amended:

Scribe Kathy Kammerer, New business #2, Minutes heading change from Meeting Agenda to Meeting Minutes.

Old business:

1. Bias Incident Complaint Form: Where should form live?

A fillable PDF form link on the NKN Inclusion Alliance web page.

A hard copy print version of the form would go to the superintendent to be placed in wherever (shared drive or file) all the other required master forms each school office prints from.

School offices would be required to have the forms available, and it would be helpful for councilors to have them as well. Other staff such as teachers, club advisors, SpEd, coaches, and may also play an important role in getting the forms into the hands of students when they need them;

2. Checklist:

Moved to the Dec. meeting, Liwaru was going to bring some examples and was not at the meeting. Ryan is going to see what he can find also.

3. Follow up NKNSlander - follow up:

We heard about some of the recent issues with the site, and Ryan shared that someone has removed the site.

4. Paul feels we should be tracking bias incidents at schools. Should we and how would we do this?

We discussed this and narrowed down how that could work. We discussed what SWIS is (discipline tracking program used with PBiS) and whether that would give adequate followup data (not specifically for “Bias incidents”) but it can be helpful in looking at Harassment and Bullying for indications of bias. Specific data of Bias incidents generated from the Bias incident report form and tracking that data over time will be the most likely way to identify patterns, problems, and progress. The reports are filed with the building Principals unless the administrators are involved in the incident, then it is filed with the Superintendent. (If the superintendent is involved in the incident then it is filed with the Board Chair). The idea that Principals would report to the superintendent their bias incident data (number of incidents, types of incidents, patterns, repeat offenses, repeat targets, problem resolutions, etc.) The Superintendent would report to the committee and the Board each trimester or annually as appropriate.

New Business:

Follow up about what could have been a racist incident at NKN- Ryan shared the follow up to an incident observed by a student, that was brought to a committee member by a Parent and was then directed to him as an administrator. After talking with the student’s teacher, the students involved, and the observer, he found that a student had used some descriptive terms (self-deprecating) of their own racial features and other physical features among their friends who joined in. There was no negative intent, but it was a teachable moment about what is appropriate language, and why, at school.

2022-23 LGBTQ2SIA+ Student Success Program Grants Michele reminded us of a grant Liwaru emailed us about. The cut off for applying is Dec. 8. It is good to keep in mind for next year, and it is available to community groups too as Carol and Michele pointed out.

Committee Concerns; None at this time.

Agenda items for the next meeting (time and date) Dec 13th 5:30, early due to winter break.

Checklist;

Facilitator: Michele Aeder

Scribe: Carol Mahoney