

Inclusion Alliance  
a Committee of the Neah-Kah-Nie School Board

Minutes Zoom April 10, 2024 5:30 PM  
Facilitator: Amanda Scribe: Marisa

Present were Michele Aeder, Liwaru, Tim Borman, Amanda Farret, Kathy Kammerer, Marisa Bayouth-Real, Ally McCann, Mike Wantland, Michael Simpson

We Honored Native Tribes. Michele honored her family member who had recently spoken in her native tongue while attending a funeral.

Announced: **April Black Woman Month and Arab Heritage Month** and **May is Asian Pacific American Month** as well as **Mental Health Awareness Month**

Approve agenda and March minutes. Kathy moved Tim 2nd. Unanimous.

New Business:

1. Liwaru let us know about a Diversity Calendar that ODE has. He will look into what it would take to get us access to it since NKN is one of the districts he works with.
2. Marisa talked about the Student Representative Recruitment Form and suggested creating a document that shared the 5 Ws with students: Who the IA is. What we do. Where we meet. When we meet. Why we have this committee. Kathy was going to look up the original IA Application and we could see if there was anything we wanted to change / add. Ally mentioned asking the student if they represented any kind of minority group. Clarified that the student would not have to identify what that group was or prove it in any way. Just asking them if they self identify as belonging to a minority group.
3. Email Michele your contact information. Thanks to Ally, Tim, Michael Simpson, and Liwaru for sending their info to her already.
4. Attendance policy was discussed. Tim brought up this topic to keep numbers down so there can still be a meeting with a quorum. Marisa asked how many meetings had been missed. Consensus was that meetings were missed 2 times because of not having a quorum. Mike

Wantland said he thought changing the time of the meeting to 6:30pm would help him make it on time because the sports he volunteers for would be over. Michele said that the NKN School Board has an attendance policy of 2 unexcused absences (or no shows). Marisa asked how many committee members we have. The answer was 10. The idea was floated that if we kept membership smaller but had others who were regular attendees that might help us reach quorum. Michele said she would talk with Superintendent Tyler about this. We tabled the discussion until next meeting.

5. Michele reported that Superintendent Tyler would provide NKN swag to the student who joined the committee.
6. Marisa and Amanda reported on the NKNHS Health Fair and the IA table we had there. Lots of interest was expressed and about 10-12 students signed up to receive more information about next year. Amanda said she would send the list to Marisa. It was noticed that many people (students, staff, community members) were not aware of the Biased Incident Report form. A discussion was had about how to “get the word out” next year. A suggestion was for schools to include it in their back-to-school packet. Michele thought that would be a good idea. Kathy mentioned that this was suggested in the past but it never made it past “Admin Council” Amanda mentioned that there was good traffic at the table during the last few hours of the event. She mentioned that we should include women as a minority group. And that the Student Wellness Center expressed interest in meeting together some time. They also have a DEI group (committee?) and it would be good to connect the two groups of people.
7. Michele asked Liwaru how to best refer to (dis)ability as a minority group. He said that there are lots of opinions within the community. Some like person-first language like “a person who is blind” rather than (dis)ability-first language like “a blind person”. But it was noted that many in the Autism community prefer the direct language of “Autistic person” and do not see the labeling of themselves as a negative or even a disability. The conclusion was “We don’t know” and it is probably best to ask or pay attention to how each person refers to themselves. Michele shared that a mom who attended a Coffee Meet Up with Tyler had

mentioned that “ability is part of DEI.” Amanda shared that she is both disabled and neurodivergent. She suggested “other abled” as another choice. She also reiterated that no group is a model but each group is different. Kathy brought up the fact that poverty/social economics and rural living could both be minority groups. Liwaru mentioned that diversity in general is about difference...so we want to think about the groups who are marginalized / oppressed. He then wondered: How does that play out at NKN? He shared that the calendar he had mentioned earlier in the meeting was created with people who have disabilities and other people belonging to various minority groups so the language within it has at least gone through a group of people who identify as being part of each community. Tim mentioned that the calendar would need to be kept as intranet (aka within the district / only accessible internally). Kathy will connect Liwaru and Levi to see if we can access / share the calendar. Marisa asked if the district could purchase access to it so families and staff could use it. Tim wants the IA to have a polished way of sharing with students, parents, and community. Conversation wrapped up with people discussing getting a shared space like a Google Drive. It was noted that committee members would need to have a NKN District email to be able to do this. Kathy mentioned that it might be as easy as changing a setting to allow people outside of the organization to have access.

8. Michele asked people if they were okay changing the meeting time from 5:30-7:00 to 6:30-8:00. Liwaru said it was fine. Tim said it was a little late for him but he could do it. Ally said it works for her but would need a hard ending time of 8pm so she could put her kids to bed. Motion was made to change meeting time to now be 6:30-8:00pm. Mike makes the motion and Mike 2nds the motion. (I did not include initials on which Mike did what.) Motion passes unanimously.

Sharing:

9. Michele reminds NKN staff that the district will reimburse them for their time at the meeting. Kathy said to let Kathie Sellers at the DO know so she can change the info. Michele said she will address it.

10. Michele reports on OSBA...the budget meeting was today and she is part of a group that is trying to make a LGBTQIA+ caucus. They would meet every month. OSBA will vote in September to make them an official caucus.
11. Liwaru shared that the calendar also has links to articles, a DEI glossary, and numerous other resources.
12. Ally reminded people that May is also Autism Acceptance Month and the NES is getting trained on using AAC devices to help communicate with students who communicate nonverbally.
13. Amanda mentioned that May is Mental Health Month and the on Wednesday, May 8th there would be an event from 4-8pm where there would be QPR training, shared information, and survivor stories sharing group.
14. Kathy shared that NKN got a \$10,000 grant for school library revitalization fund. This will allow them to get books that will improve rural libraries ability to access DEI materials. \$1,600 books for schools. All 4 library staff attended a conference. Ordered books that "OUR" students need.

Next meeting is May 8, 2024 6:30 PM

Facilitator: Liwaru

Scribe: Michael Simpson