



**EAGLE CHARTER SCHOOL - IDEA Committee Meeting  
Wednesday, December 9th -- 7:00PM Virtual meeting  
999A LOCUST ST NE - SALEM, OR 97301**



Zoom link for meeting: <https://us02web.zoom.us/j/85204977112>

Meeting ID: 852 0497 7112

Dial by your location

+1 253 215 8782 US (Tacoma)

Any request for reasonable accommodation should be made to [Jstaats@eaglecharterschoolsalem.org](mailto:Jstaats@eaglecharterschoolsalem.org) at least 72 hours prior to the meeting.

- |      |   |                   |
|------|---|-------------------|
| I.   | <b>Call to Order – J. Staats</b>  | <b>1 minute</b>   |
| II.  | <b>Roll Call – J. Staats</b>  | <b>5 minutes</b>  |
| III. | <b>Approve minutes from November meeting</b>  | <b>10 minutes</b> |
| IV.  | <b>Public Comment – J. Staats</b>   | <b>5 minutes</b>  |
| V.   | <b>Mission Statement- J. Staats</b>   | <b>30 minutes</b> |
|      | a. Review samples   |                   |
|      | b. Create working document for collaboration on own mission statement, vision and goals |                   |
| VI.  | <b>All Students Belong Policy draft</b>   | <b>30 minutes</b> |
|      | a. Review drafts and gather recommendations for the school board                        |                   |
|      | i. All Students Belong Policy   |                   |
|      | ii. Bias Incident Complaint Procedure   |                   |

**Next Meeting:** January 13th, 2020 7:00 - 8:30 PM Via Zoom



**EAGLE CHARTER SCHOOL - IDEA Committee Meeting**  
**Wednesday, December 9th -- 7:00PM Virtual meeting**  
**999A LOCUST ST NE - SALEM, OR 97301**



## **IMPORTANT DEFINITIONS**

*The committee utilizes Independent Sector's definitions of equity, diversity, and inclusion, which are based on language from the D5 Coalition, the Racial Equity Tools Glossary, and UC Berkeley:*

**Equity** means providing fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

*"Equity is giving everyone what they need to be successful. Equality is treating everyone the same."* Amy Sun

**Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

**Inclusion** is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or



**EAGLE CHARTER SCHOOL - IDEA Committee Meeting**  
**Wednesday, December 9th -- 7:00PM Virtual meeting**  
**999A LOCUST ST NE - SALEM, OR 97301**



'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.