



**EAGLE CHARTER SCHOOL - IDEA Committee Meeting**  
**APPROVED MINUTES**  
**Wednesday, November 11th -- 7:00PM Virtual meeting**  
**999A LOCUST ST NE - SALEM, OR 97301**



**I. Call to Order – J. Staats**

**a. 7:00PM Inclusion Diversity Equity and Action**

**II. Roll Call – J. Staats**

- a. Members of Committee- J. Staats Committee Chair, C. McKinney, M. Ballance,
  - i. W. Anderson Absent
  - ii. Potential parent liaison
- b. Attendees of Committee- K. Hornaday, R. Power, E. London

**III. Public Comment – J. Staats**

**a. None**

**IV. Mission Statement- J. Staats**

- a. Inclusion, Diversity, Equity, Action (IDEA)
  - i. Discussed definitions, having a clear understanding as a committee of what our goals will be, mission statement, and vision will be agenda for tonight's meeting

**V. Vision- J.Staats**

- a. C. McKinney brings up teaching Anti-Racism, being openly Anti-Racist, priority for teachers. Making sure Eagle's policies follow this expectation. Globally within the education system. How we can change, expand curriculum to embrace teachable opportunities when they arise. "Does our curriculum truly embrace all people of color, ability levels? Are we being inclusive on all levels." Is an ongoing discussion with teachers.
- b. Eagle is in charge of creating its own statement and policy that is in support of Anti-Hate Speech
  - i. Gather info from ODE's statement
- c. "Who do we identify as being the most vulnerable in our classrooms?" Question proposed by J. Staats
  - i. Disabilities (learning, physical)
  - ii. Cautious of vilification (reading narrative stories, sharing examples)
  - iii. Impose a balanced picture of different stories (broad spectrum of authors and narratives)



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d. Seek out sample mission statements from other Committee Meetings- All

i. M. Ballance, J. Staats, C. McKinney, M. Mooney

**VI. Goals- J. Staats**

- a. Implicit Bias Training- whole faculty
  - i. Have parent(s) involved?
  - ii. Help make future decisions to close equity gaps
- b. Reviewing policy, procedures, and bylaws

**Next Meeting:** December 9th, 2020 7:00 - 8:00 PM Via Zoom

References from the Chair:

**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.



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“*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 ‘implicit bias’ helps organizations to be deliberate about addressing issues of inclusivity.

State Board of Education and ODE’s statement on Black Lives Matter can be found here:

[https://www.oregon.gov/ode/students-and-family/equity/SchoolSafety/Documents/BLM%20Joint%20Letter%20October%2014.pdf?utm\\_medium=email&utm\\_source=govdelivery](https://www.oregon.gov/ode/students-and-family/equity/SchoolSafety/Documents/BLM%20Joint%20Letter%20October%2014.pdf?utm_medium=email&utm_source=govdelivery)

Here is the first part of the statement:

Dear education partners and community members,

The co-signers of this letter represent the leaders of the Oregon State Board of Education, the Oregon Department of Education (ODE), the Coalition of Oregon School



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Administrators (COSA), the Oregon Education Association (OEA), the Oregon School Boards Association (OSBA), the Oregon School Employees Association (OSEA), the Oregon School Activities Association (OSAA), the Oregon Association of Education Service Districts (OAESD), and the Oregon Association of Student Councils (OASC).

Each of our organizations has been clear about our shared commitment to advancing a racially just future. We each have policies and procedures against discrimination, harassment, and bullying. We are committed to ensuring that all students in Oregon feel safe, welcome, and included in our schools and activities. As part of that commitment, we unequivocally affirm that Black Lives Matter and believe racial discrimination and injustice are intolerable in any form. This letter is a statement of our collective values and comes after reports of educators being harassed for displaying Black Lives Matter symbols.

We fully support Black Lives Matter as a civil rights movement that aims to combat racism and support Black individuals. We stand beside Black Lives Matter, as a statement of social justice and an affirmation of the value and worth of Black people. We can acknowledge that many people have misunderstood or been misinformed about the origin and expression that Black Lives Matter. The need to affirm the Black Lives Matter is rooted in the history and current experiences that have intentionally marginalized Black lives and bodies.