

SNL Equity Committee

September 2, 2020

Zoom meeting

Attendance: Benj Kamm, Rachel Ngendakuriyo, Jessica Voerding, Amanda Webster, Emily Kindelspire, Emma Kippley-Ogman, Sarah Campbell

Purpose of the Equity Committee *(from our December 2019 meeting)*

The Equity Committee of SPSNL works to support our school community in living our values of diversity and equity; in being a community whose makeup reflects the diversity of our place in the greater Twin Cities; and being a safe, inclusive, culturally responsive setting for all of our students.

Diversity and Equity are deeply embedded in the school's mission and vision, and are explicitly called out several times in the school's goals and principles. We recognize that living out these values is hard work that will take ongoing learning, practice, growth and change, and that the school's first years are an especially important time to ensure that diversity and equity are core to the school's culture and operating norms. In order to do this, the Equity Committee will offer support and strategic input into areas such as recruitment and retention of students and teachers; student experience and discipline; advanced; board education, and parent education.

In centering this work now, we also call out the urgent realities that SPSNL currently has a very small proportion of BIPOC students (Black, Indigenous, People Of Color), faculty, and staff; that BIPOC students are leaving the school at a higher rate than white students, and that BIPOC students are disproportionately engaged in the school's disciplinary procedures.

Agenda

1. Check-in. *There's a lot going on in and in particular we are continuing to feel the relentlessness of police violence against black and brown bodies and more general incitement. We'll take a few min to hear how we are all doing, how our families and kids are processing.*
2. Follow-up from and since our last meeting.
 - a. Some folks having been working on the equity-focused professional development that teachers have been doing this week. (See the plan [here](#)). We can talk about how this took shape, hear how the teachers have been engaging this week, and think about where it goes next.

- b. Another group of us worked on language applying our school values to this particular time (see that [here](#)) which the board reviewed and adopted at the last board meeting.
3. Brainstorm for this year. Last December, the equity committee brainstormed this [vision and list of ideas](#) for us to work on. Going into the coming school year, we'd love to revisit this with the voices currently in the committee and think about which of these areas we'd like to focus on for at least the next few months.

Summary Notes

This meeting fell in the middle of the staff's Professional Development week with a focus on equity and inclusion. We spent most of the meeting debriefing how it was going and planning how to work with the ideas raised so far to close out the week and build from there over the course of the coming year. Huge appreciation to Emily, Amanda, and Jessica for leading on the design of the PD week and to Emily for being the lead facilitator (while also managing transportation and a ton of other back-to-school logistics).