

## **Proposal to create an Inclusion and Equity Board Committee**

**Purpose:** The **Inclusion and Equity Board Committee** will meet throughout the year (3 to 4 times) to determine and then monitor and support the areas of focus that AoA takes annually to change specific policies, practices, and cultural attributes that have been institutionalized that disadvantage certain racial or ethnic student groups.

### **Rationale for its establishment as a permanent Board Committee**

- It communicates the importance of action oriented equity work to the community
- It provides a strong oversight and support mechanism that drives specific anti-racist actions
- It brings the community together to support specific areas of strategic focus related to equity and social justice
- It allows for public participation for all stakeholders

**Essential Question:** What anti-racist actions does The Academy of Alameda take each year to annually to move towards its envisioned future?

### **Committee Composition**

5 to 7 staff members

5 to 7 parents/guardians

2 to 3 Board members

**Outside facilitation (Possibly the National Equity Project)**