

SUPERINTENDENT'S DIVERSITY ADVISORY COMMITTEE PURPOSE AND ROLE

2015-2016

Purpose

The Mercer Island School Community has seen an increase in racial/ethnic diversity over the past decade. Since 2004, we are increasing populations of Asians and Latinos while decreasing the number of Caucasians as well as having families describe themselves as multiethnic. These changes in demographics have created an "adaptive need" to ensure equity, empowerment, equality and anti-racism in our school communities. The Diversity Advisory Committee (DAC) was formed initially to be comprised of racially diverse populations to share personal experiences about acceptance, respect, and inclusion in all educational programs of the district. Since the initial year, the DAC's on-going purpose is to provide the district with diverse perspectives intended to assist school leaders to eliminate bias, particularly racism and cultural bias, as factors affecting student achievement and other learning experiences, and to promote learning and work environments that welcome respect and value diversity.

Role

The role of the Superintendent's Diversity Advisory Committee members will be:

- to review and provide oversight and perspective on the work of the School-based Diversity Acton Teams;
- to contribute to the policy work of the District as the work relates to matters of diversity, equity and inclusion—Fundamental 7 of Vision 2020 and Board Policy 1610, *Diversity and Equity*
- to advise the Superintendent on other policy matters that pertain to diversity, equity and inclusion.
- to communicate issues and concerns raised by various stakeholders as represented by members of the Superintendent's Diversity Advisory Committee as they relate to problems of educational practice; and
- to accurately represent the whole constituency and not solely individual concerns.