

# SUPERINTENDENT'S DIVERSITY ADVISORY COMMITTEE PURPOSE AND ROLE

2016-2017

## Purpose

The Mercer Island school community embraces racial and ethnic diversity. Over time, many families from Africa, Asia, including the Indian subcontinent, the Middle East, Island Nations, Europe, Australia and Central and South America have been enrolling in and supporting the schools here on Mercer Island.

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 in 2014 initially was 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 and Responsibility

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 Action 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 they relate to problems of educational practice; and
- to accurately represent the whole constituency and not solely individual concerns.

The responsibility of members will be to attend meetings as scheduled and not miss more than three (3) meetings per year or such seat on the DAC will be deemed vacant. Terms of service are three-year terms and members may be reappointed for one additional three-year term.