

To: Kent Kultgen

From: Scott Peacock

Date: 10/18/2018

Subject: Ensuring Equity in Snohomish

---

In light of recent events across our nation, as well as specific events that have occurred in our community and schools, I am proposing that our District initiate an equity audit or review designed to anchor community-wide inquiry into the roles that our schools can and should play in fostering an inclusive environment free of discrimination. As a result, I am requesting that the Board of Directors approve the following charge that initiates this work:

*The Snohomish School District will identify and convene a group of representative community members whose purpose is to learn about the dimensions of equity and discrimination in schools as hubs and microcosms of our community; to assess needs concerning equity and discrimination across the District; and to propose shared commitments, structures and action steps designed to address identified needs. Such commitments, structures and action steps should be undertaken in a manner that is consistent with the value that we place as a community on inquiry, collaboration and purposeful action.*

This charge likely will require working with a consultant to provide a structure for this work, including the provision of tools and processes to conduct and assessment that informs the development of an organizational framework.

Please let me know if you have questions.