



BSD Diversity, Equity & Inclusion Committee Meeting Minutes

Tuesday, June 9, 2026 at 6:00 PM

Sustainability Academy - Library 123 North Street

Commissioners Present: Polly Ericksen, Jeannie Waltz, Melissa Zygmant

Staff Present: Sparks, Director Office of Equity and Inclusion

1. Opening

- A. Call meeting to order
6:00pm
- B. Suspend Robert's Rules

2. Public Comment

None

3. Discussion

- A. Review of Equity Report
 - Commissioner Waltz intro: the intent is for DEIC to provide oversight of the equity policy by developing a work plan centered on the Equity Report, expanding knowledge of the content within the report structure. This will allow scheduling invites to BSD staff well in advance. The committee recognizes the district's progress and good work. To further support the equity policy, the committee believes recommendations to the full board may be forthcoming.
 - Director Sparks explained that the report is based on the policy. Two documents drive this: the equity report and the tracker. Would be useful to develop targets to evaluate progress on key statements, especially those for which BSD is in "partial compliance". Reminder that the Board holds the superintendent accountable, and he in turn holds the administrators and directors accountable.
 - Commissioner Waltz asked if principals are required to set an equity goal and if it was also a part of their evaluation. They set the culture of each school. Would like to see more specific plans for implementing restorative practices. Goal is to empower the principals.
 - Discussion of best way to engage with new structure of Office of Learning and Teaching, along with other BSD units. Sparks cautions the Board to ensure that we understand the role of each office/ department before asking questions.
 - Agree to place an additional column in an offline version of the tracker for the DEIC to develop questions we have and then set a workplan (Agenda 2)

B. Develop workplan for the DEIC

- Agreement to use the structure of the Equity report to do this.
- Begin with Item 3, anti-racist training required of all leaders. Discussion of how train staff beginning mid-way through the year. All agree that need a new series of in-person trainings.
- Item about examining practices that promote bias with those that promote justice
- Jeannie asks about translation of materials... Liaisons have been in place for 4 years. Committee to ask for more about this.
- Note that June is feedback for the Code of Conduct.

4. Adjournment
7:27pm