

Equity and Anti-Racism Committee Charter

Committee Mission Statement

The Madeleine School Community Equity and Antiracism Committee works to create actionable items to understand, recognize, and combat systemic racism and unconscious bias. Our goal is to put into action The Madeleine Community motto “All Are Welcome” to ensure that we are truly, actively welcoming all.

We work with parents, teachers and faculty to ensure our children receive an education that explores and honors the true history, contributions, and experiences of Black, Indigenous, and People of Color (BIPOC), and those of all genders, abilities, sexual orientations, and creeds. We are dedicated to preparing our children through education and enrichment to work for equity and justice throughout their lives. Further, we seek input from the larger Portland community to ensure that we stay aligned with, and amplify, the voices of those historically excluded.

Specific Goals and Objectives

- Promote diversity, equity, inclusion, and antiracism.
- Amplify BIPOC and other underrepresented voices.
- Understand, recognize, and combat systemic racism and unconscious bias in our community and larger world and teach our children to do the same.
- Collaborate with SAC and The Madeleine School in efforts to promote diversity in the faculty, staff, and student body.
- Work with SAC and the SAC Antiracism Subcommittee to contribute to the Strategic Plan and school policies.
- Advocate for change in hiring practices within the Archdiocese; enact equitable policies and DEI initiatives.
- Partner with Catholic schools sharing best practices with DEI initiatives.
- Ensure our children receive an education that explores and honors the true history of Black, Indigenous and People of Color in our country and world and prepares our children to work for equity and antiracism throughout their lives.
- Work to educate and help prepare the community ahead of the results of equity audit(s) and reviews the school is conducting and may conduct in future.
- Provide content for learning, reflection, and action to the community via Friday Footnotes, School Assemblies and Parent Education Nights and other presentations.
- Create an inclusive calendar for the year and help in observing and celebrating a variety of holidays, cultural events, and causes throughout the year.
- Curate and regularly update a Resource Hub to be utilized by committee members and The Madeleine School community.

Committee Makeup/Membership, Tenure

- The committee will consist of parent/guardian and faculty/staff volunteers from the community.
- All are welcome to participate, however, we will strive to maximize BIPOC representation on the committee.
- Provided committee members are participating and committed and there is space available, tenure on the committee will last as long as volunteers seek to participate.

- If limited space is available, preference will be given to candidates with background/expertise in Justice, Equity, Diversity and Inclusion (JEDI) and those representing BIPOC and other marginalized communities.
- We will also strive to include parents representing each grade (K – 8) on the committee.
- Committee size will be no less than seven and no more than fifteen.
- A complete list of committee members will be kept and checked quarterly by SAC (School Advisory Council) to ensure accuracy.

Expectations

- Members of the committee will refer back to the mission statement and shared goals and continue to work toward our common purpose.
- The committee operates with a commitment to mutual respect and trust which must be honored by all members.
- BIPOC voices will be heard and amplified.
- Members will commit to continued education and self-learning to recognize unconscious biases, racism and privilege and will remain open to critique, redirection and growth.
- Members will be expected to familiarize themselves with a DEI glossary of terms and the Resource Hub created for self-education.
- Members will participate fully, attendance at majority of meetings and timely completion of assignments is expected and required to maintain membership.
- Those not meeting expectations of membership may be asked to leave the committee.

Roles and Responsibilities and Decision Making

There will be no chair or hierarchy in membership.

Secretary/Note Taker required.

When possible, decisions will be made by consensus.

A quorum of at least 50% of membership is necessary for decision making.

Subcommittees

The committee may by resolution create and dissolve subcommittees as it sees fit.

Committee Operations

- The Committee will meet monthly on first Tuesday of the month from 7-8:15 PM.
- Date and time and location of meeting will be announced with as much advanced notice as possible and with no less than 10 days-notice.
- Agenda items for meetings should be submitted no less than 10 days in advance of meeting to Secretary.
- Agenda will be distributed along with meeting reminder and any necessary supporting materials at least 4 days in advance of meeting.
- Additional subcommittee meetings will occur as necessary.
- The Committee acts in an advisory capacity to the principal and pastor.

Amendments

This charter may be amended, supplemented, suspended, or repealed, in whole or in part by consensus of the membership

Proposed Amendments must be submitted in writing at least two weeks prior to one meeting for discussion and consensus at a subsequent meeting

Dissolution

Committee may be dissolved by consensus of members.

If at any point, the committee does not include any BIPOC or other marginalized group representation, the committee will pause and regroup and reflect on why that is the case prior to proceeding with additional work.

Signatures and Approval

By typing your name, you agree to ratify this charter:

Andy Stephens

Jennifer Coughlin

Rebecca Clinton

Ingrid Parmeter

Bri Hennessy

Aaron Uchikura

Carol Jinks

Lia Yemane-Berhan

Derege Yeman-Berhan

Steven Nakana

Amanda St. John

Lisa Rogers

Keinya Kohlbecker

Karis Stoudamire-Phillips