

**Clear Creek Amana Community School District
Educational Equity Committee By-Laws**

A. Mission

- a. The name of this committee shall be the Educational Equity Committee (EEC). The EEC is an advisory committee appointed by the Clear Creek Amana Community School District Board of Directors and enjoys a shared sense of empowerment with all administrative offices of the Clear Creek Amana Community Schools. The committee serves to advise the School Support Officer.

B. Mission Statement

- a. The Educational Equity Committee (EEC) is a broad and diverse committee that will support and advise the District on the coordination and development of policies, programs, resources, and methods, which would increase maximum achievement for all students in a multi-cultural, gender-fair environment that is safe and inclusive for all stakeholders of the Clear Creek Amana Community School District.

C. Foundational Beliefs

- a. The foundational beliefs of the committee are that:
 - i. diversity will be an integral and celebrated part of all education programs, curriculum, and extracurricular activities for students;
 - ii. students need to have role models in their classrooms and school. This can be accomplished through a strong affirmative action program;
 - iii. students and staff have the right to be educated and to work in a harassment free environment, and;
 - iv. integration on the basis of race, gender, and disability in our schools and education programs will help to prepare students to live more positively in a world that is very diverse.

D. Purpose

- a. The purpose of this committee is to:
 - i. promote a multicultural, gender-fair approach to learning in all areas of the school curriculum;
 - ii. serve as liaisons between the school district and members of diverse community groups;
 - iii. provide input into the development and evaluation of equity reports, updates, and any other equity reviews, including the annual report of the system;
 - iv. facilitate the accomplishment of equity goals.

E. Membership

- i. The composition of this committee shall consist of members representing students, parents, teachers, administrators, and representatives from the local community. To the extent possible, the membership should strive to be representative of the community by including a member of each of the protected classes (race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity, and socioeconomic status), as defined by the Federal Anti-Discrimination Law.

F. Meetings

- i. The committee will meet at minimum four times per school year.
- ii. Additional meetings may be called by the chairperson at the request of at least three (3) members and with at least one (1) week notice.
- iii. All meetings are open to the public.
- iv. Meetings will be publicly announced.
- v. Meetings will occur during the school calendar year.
- vi. The minutes of each meeting shall be distributed to the Board of Directors of the Clear Creek Amana School Community School District.
- vii. Committee business shall not conflict with applicable Federal, State, or local laws or school board policies.

G. Terms of Membership

- i. Membership is limited to individuals who live in the Clear Creek Amana Community School district boundaries.
- ii. Members can be students, parents/ guardians, teachers, administrators, school board directors, and local community members.
- iii. Those desiring to serve on the committee will notify the chairperson to be added to the contact list.
- iv. A committee member can be dismissed for persistent, pervasive, or severe violations of the committee by-laws or school board policies.

H. Amendment of By-Laws

- a. If the committee determines that the by-laws should be amended, a by-laws committee shall be appointed by the School Support Officer to draft the requested amendment. The amended by-laws shall be submitted in writing to the Board of Directors for approval.
- b. These by-laws are subject to change based on the Board's policy regarding committees.