

Des Moines Community School District Educational Equity Advisory Committee Bylaws

Article I Organization

The name of this organization shall be the Educational Equity Advisory Committee (EEAC). The EEAC is an advisory committee appointed by the Des Moines Public Schools Office of Human Resources and enjoys a shared sense of empowerment with all administrative offices of the Des Moines Community Schools. The committee serves to advise the Equity coordinator, Superintendent, and the School Board on issues related to diversity and equity.

Article II Mission Statement

The Educational Equity Advisory Committee (EEAC) 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 for all stakeholders of the Des Moines Public School Community.

Article III Foundational Beliefs

The foundational beliefs of the committee are that:

1. diversity will be an integral and celebrated part of all education programs, curriculum and extracurricular activities for students;
2. students need to have like role models in their classrooms and school. This can be accomplished through a strong affirmative action program;
3. students and staff have the right to be educated and to work in a harassment-free environment, and;
4. 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.

Article IV Purpose

The purpose of this organization is to:

1. oppose inequity, prejudice, and discrimination anywhere in the school system;
2. promote nondiscriminatory and equal opportunity efforts in employment practices;
3. promote a multicultural, gender fair approach to learning in all areas of the school curriculum;

4. develop a strategy to give life to the committee's foundational beliefs;
5. promote professional in-service experiences for the teaching staff, administrators, board of education, noncertified personnel of the school system and the EEAC members when appropriate;
6. serve as advisors to the Equity Coordinator, Office of Human Resources, Office of Schools, and the Office of Curriculum, Instruction, and Assessments, the Board of Education, and to other district committees;
7. serve as liaisons between the school district and members of diverse community groups;
8. support the development of programs, educational strategies and curriculum that promote positive human relations among diverse groups;
9. provide input into the development and evaluation of equity reports, updates and any other equity reviews including the annual report of the system;
10. facilitate the accomplishment of equity goals, and;
11. conduct any other related tasks assigned from time to time by the equity coordinator, the board of education or the superintendent of schools.

Article V Membership

1. The composition of this organization shall consist of not less than eleven (11) and no more than twenty seven (27) members.
2. The Equity Coordinator will staff and serve as a permanent member of the committee, voting only in cases of ties and not serving as an officer.
3. Committee membership should reflect the ethnic, racial, geographic, and educational interest diversity of the entire Des Moines Community School District.
4. Committee shall be balanced by gender in accordance with Iowa Code 69.16A
5. In choosing additional members and replacement members, the committee's key focus will be to ensure key population constituencies are well represented in the committee membership.
6. Committee members must demonstrate a commitment to the foundational beliefs of the committee, a passion for and vested interest in diversity issues, and advocacy for diverse populations in their day-to-day lives.

7. Members may allow for authorized proxy representation of no more than three (3) meetings. Authorized proxy representation will be determined at the beginning of the term.

Article VI Officers

1. The officers of the EEAC shall be the following: chairperson, vice chairperson, and secretary.
2. The officers of the EEAC shall be elected annually in May by a majority of the voting members of the EEAC. The vote shall be recorded for public record.
3. Officers of the EEAC shall be elected for a term of one (1) year.
4. An officer may be re-elected to office or may be eligible for another elective office.

Article VII Meetings

1. Unless an alternative date is determined by a majority of the committee. The regular meeting of the EEAC shall be held quarterly on the third Tuesday of the month with the agenda set by the Chairperson in cooperation with the Equity Coordinator. Additional meetings may be called by the chair.
2. A quorum consisting of two-thirds (2/3) of the committee membership is needed to conduct official business. Meeting rules adapted from Robert's Rules of Order will be followed at the meetings.
3. Proper notice will be given for all meetings under the Open Meetings Act. Meeting notices will be published in the Board Meeting Calendar.
4. Official business will be conducted in the presence of the voting members present at the meeting.
5. Any member missing four (4) meetings during a single term will required to reapply for membership.
6. Committee business shall not conflict with applicable Federal, State, or local laws or school board policies.

Article VIII Terms of Membership

1. Membership is limited to individuals who live in the Des Moines Public School district boundaries, are employed by Des Moines Public Schools, or attend or serve as guardian for someone who attends Des Moines Public Schools.

2. All written applications for membership, along with recommendations, shall be submitted to the Equity Director and copies made available to the EEAC. The equity director will receive applications and make recommendations for interview. A subcommittee from the current EEAC, which includes the equity director will interview candidates and make recommendations for the new members to the full EEAC. The EEAC will vote to approve membership.
3. Membership for the inaugural the committee will begin in May 2015. Subsequent membership shall commence on September 1 of the year in which membership is approved.
4. The initial membership terms of the inaugural committee will be one (1) year and 3 months. The following terms will be staggered with one third of the committee serving for one (1) additional year, another third serving for two (2) additional years, and the remaining members serving for three (3) years. Subsequent terms will serve for three (3) years in length. Student representatives will serve for one (1) year.
5. Those appointed to serve on the EEAC to replace a member who has resigned or has been asked to resign, shall complete the term of said member and have the option of serving another term.
6. A committee member can be dismissed for persistent, pervasive, or severe violations of the EEAC bylaws or school board policies.
7. Committee members may be reapply for membership to serve for another term not to exceed six years.