



FACING
HISTORY
AND
OURSELVES

WELCOME!

Meeting #2

Equity Learning and Action Working Group YEAR 2

**Facilitator: Brian Fong
(he/him)**

On a scale of CAT, how are you today?

Type # in the chat box



Purpose & Agenda



- **Purpose of the Equity Working Group:**
 - Develop a shared understanding of educational equity and equitable practices
 - Examine and provide input to the Superintendent regarding District policy and procedures to ensure equitable practices and systems
- **Immediate Equity Working Group Actions:**
 - Institutionalize equitable practices and policies at the district and school level

2020-2021 Working Goals on Equity

District Goals

1. Raise equity consciousness of staff, students and community members.
1. Improve instruction so that all students prosper and grow. Use assessments and data to show individual student growth. Reduce predictability of student achievement.
1. Use the lens of equity in decision making, policy making, and instructional decisions.

What Will We Learn?



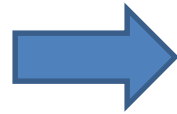
How can we nurture a community of belonging for all members of the school district?



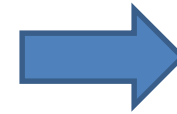
Facing History's Role



Our Personal Experiences



Our Perception of Others



Our Actions Towards Others

District Learning Committee
4:00 – 5:30pm via Zoom

Meeting #3 - Thursday February 25, 2021

Meeting #4 - Thursday April 29, 2021

Agenda



- Year 2 Learning Theme: Developing a Critical Consciousness for Equity and Justice
 - Racial Equity Detours
 - Equity Principles
- Year 2 Plan
 - Institutionalizing Equity at the District Level and School Level
 - Review and Provide Input on Draft of District and Site Equity Committee Formation
- Closing & Next Steps

Community Practices



Which one of these behaviors is most important to you to having meaningful conversations? Why?

1. _____ (please add!)
2. Listen with respect and to learn. We are all coming into this with different experiences and knowledge.
3. Share the air: create space and time so that everyone has the opportunity to speak.
4. Assume positive intentions. Ask questions to clarify.
5. Use “I” statements; avoid generalizations about the experiences of other peoples and groups.
6. Challenge the idea and not the person. Respectfully voice your concern.
7. Accept non-closure, seek next steps. This work is both process and product, today is just one step.

Cultivating Community



CASE STUDIES ON DIVERSITY AND SOCIAL JUSTICE EDUCATION

Second Edition

PAUL C. GORSKI AND SEEMA G. POTHINI



“Avoiding Racial Equity Detours” part 1

1. On pg. 2, Dr. Gorski introduces 4 racial equity detours that create an illusion of progress toward equity while cementing, or even exacerbating, inequity...They are the anti-anti-racism.
2. As you individually read about these 4 racial equity detours for 10 min, respond to this question:
 - **Which racial equity detour inspires/grounds your dedication to creating equitable school systems?**

“Avoiding Racial Equity Detours” part 1

Breakout Groups of 3: 10 min

1. Please introduce yourself
2. Take turns sharing your reflection before having a discussion

“Avoiding Racial Equity Detours” part 2

1. 5 Principles of Equity Literacy (avoiding detours)
bottom of page 4
1. As you individually read about these 5 racial equity detours for 10 min,
 - 1. Which of the 5 principles is central to your participation in equity efforts? why?**
 - 2. Which of the 5 principles might be the most challenging to put into practice? why?**

“Avoiding Racial Equity Detours” part 2

Breakout Groups of 2: 5 min

1. Please introduce yourself
2. Take turns sharing your reflection before having a discussion

Institutionalizing Equity at the District and School Level

Guiding Question

How do we establish systems that work to call attention to patterns of inequity in student outcomes, systems, and practices using a district and site committee structure?

Actions

- District Equity Committee
 - Site Based Equity, Diversity, and Inclusion Committees
1. Review Draft [MCSD District and Site Equity Committee Formation Document](#)

Year 2



What are the roles and responsibilities for implementing equity at the district level committee and at the school level committee?

Draft - MCSD District and Site Equity Committee Descriptions

1. Read individually (5 mins)
2. Breakout Groups of 4
3. Tool: Google Jamboard

<https://tinyurl.com/EDICommitteereview>

Click and scroll to your breakout group #



Site/District Equity committee draft review

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Breakout Group 1

Appreciations	Clarifying Questions	Ideas for Consideration
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Click to add a box for typing

Year 2



What are the roles and responsibilities for implementing equity at the district level committee and at the school level committee?

1. Breakout Groups
2. brainstorm a list
3. Tool: Google Jamboard

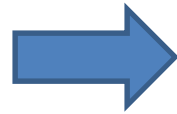
<https://tinyurl.com/EDICommitteereview>

4. District Leadership will collect feedback on the draft and will communicate process for site committees to meet

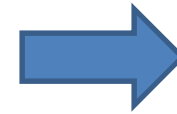
Next Steps



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Google Forms Exit Card

1. By participating in this learning group,
 1. **Required:** one thing I'm looking forward to/appreciating is _____.
 2. **Optional:** One Question that is raised for me _____
 3. **Optional:** General Comment