



The World Health Organization describes equity as “the absence of avoidable or remediable differences among people, whether those groups are defined socially, economically, demographically or geographically.”

Equity and Inclusion

VALLECITO ELEMENTARY SCHOOL
DIXIE SCHOOL DISTRICT
JUNE 1, 2017

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Why are we here? Our School and District

Why Equity and Inclusion?

- Our Superintendent of schools supports the initiative
- Federal laws (Title VI and Title IX) protect students against harassment/bullying because of race/religion/gender
- Our principal and teachers support it (Welcoming Schools training)

Why are we here? What parents and teachers said about why they attended Equity and Inclusion meetings:

- To support our children – to have cultural proficiency and a safe environment to be themselves
- Recognizing our bias and learning how to change
- Interaction, modeling, scenarios, practice interdependence for ourselves and our children
- Gaining emotional intelligence – how we treat each other
- Language and intervention training – how to react / what to say
- Preparing our kids for the future
- Creating a safe, supportive environment for our children
- To teach kindness and acceptance as skills to our children so they become good citizens
- How to be respectful even when we disagree
- Teaching non-violence and non-violent communication

Meeting Guidelines

- Support for students and teachers in their vision for a welcoming school
- Non-partisan and non-political, inclusive of everyone
- Discussion, and brainstorming, not criticism
- Active listening, respect for the speaker and others

Mission

Discussion and
share resources

Raising good global citizens, who
hold a non-judgmental world view

To develop empathy

To have shared language

**“To nurture an environment where all
families feel welcome, safe, and valued”**

Instilling inclusive values
In the leaders of the future

Highlight and celebrate
differences and different
cultures in a positive way

Anti-bullying

Thinking positively and
respectfully of everyone

VALUES

- Team
- Education
- Learning
- Community
- Connection
- Inclusivity
- Sensitivity
- Acceptance
- Support
- Kindness
- Empathy
- Advocacy
- Friendship
- Celebration
- Respect

Goals

- 5 meetings per school year
- Sharing resources and books
- Hosting cultural performances
- Hosting speakers
- Implementing strategies at school (example: buddy bench)

Through conversations and dialogue:
Our goal is to create as much inclusivity
in our school community as possible.

Meeting Structures

- Restate mission
- Quick introduction of people in the room
- Share resources and initiatives happening
- Guest speakers – represent different cultures and viewpoints
- Parent concerns/issues – reiterate policies and resources

TIME TABLE

90 minute meetings

- 10 min: Arrive / State Mission
- 10 min: Intros
- 20 min: Share out
- 30 min: Speaker -
20 minutes to speak,
10 minutes for Q&A
- 20 minutes to discuss recent issues / concerns

Current Activities / Initiatives:

- Welcoming Schools training and materials
- Meeting Facilitator: Tarah Flemming
- Guest Speakers/Events
- Mr. Nettle
- Mindfulness with Quinn
- Peace Path
- Buddy Bench
- Kindness Week

“We All Belong”
thumbprint poster

Kindness Heroes mini-posters

Possible Strategies / Activities

- Collection of books
- Classroom reading
- Coaching conversations (non-punitive)
- Resource recommendations
- Guest speakers
- Cultural performance
- Discussion and sharing
- Newsletter
 - Share messages, language, events, “kid questions” (ask the students questions)
- Events
 - Games or group work
 - Trainings
 - Social / food

The Blue Eyed / Brown Eyed
Experiment – Jane Eliot

Edutopia website = Diversity
Drawing download and color