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# Promoting Equity and Social Justice

**the work of RSD17's Diversity Committee**

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BOE Curriculum Subcommittee, July 27, 2020

Jenn Beermuender

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# Committee Members

## **Jenn Beermuender**

Humanities Curriculum Coordinator

## **Dennis Reed**

Principal KES

## **Brienne Whidden**

Principal BES

## **Eric Larson**

Principal HKIS

## **Dolores Bates**

Principal HKMS

## **Adam Apicella**

Assistant Principal HKHS

## **Donna Hayward**

Principal HKHS

## **Georganna Munz** KES grade 2

## **Becky Aithal** BES Kindergarten

## **Becky Rodbourn** Grade 4

## **Heather Barse** Grade 4

## **Kathleen Egan** Grade 4

## **Andree Pias** Grade 5

## **Marsha Sturges** Grade 5

## **Lynne Landry** MS ELA

## **Beth Gagliardi** MS ELA

## **Kate O'Mara** MS History

## **Tracey Ritter** HS Social Studies

## **Lindsay Ramm** HS Social Studies

## **Ryan Webb** HS Social Studies

## **Corey Borzain** HS World Language

## **Sharon Elliot-Sullivan** HS World Language

## **Ann Diebert** HS Language Arts

## **Michele Ouellette**

Lead Teacher for Student Life, HKIS/MS

## **Judith Nacca** Literacy Coach

## **Wendy Scoppa** School Counselor

## **Alexandria Stone** Guidance

## **Susan Speir** School Psychologist

## **Olivia Tempesta** Music Teacher

## **Jason Cannon** Art Teacher

## **Lee Kozlowski** KES Secretary

## **Sarah Page Kyrzczak** Para-educator

## **Bonnie Amenta** Para-educator

## **Eileen Ulizio** School Nurse

## **Elizabeth Stehr** Para-educator

# Purpose of the Committee

The purpose of the committee is to review and enhance the school district's efforts to intentionally address topics of multiculturalism, black history (including US history of racism and systemic racism), diverse perspectives, empathy and acceptance.

Looking across school and grade levels, we will decide with intentionality, where this makes the most instructional and developmental sense.

# Action Steps Related to:

- Curriculum
  - Professional Development
  - Culture and Climate
  - Partnering with the Community
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# Action Steps Related to Curriculum

1. **Review/update ELA** classroom libraries, mentor texts, book clubs, HS English texts to include diverse authors and perspectives; review TC resources (Summer 2020)
2. **Review/update SS curricula** related to immigration, black history/racism/systemic racism (Grades 5, 8, HS), and align with Social Justice Standards (Summer 2020)
3. **Review Second Step** lessons K-5 to lift and add emphasis to those lessons related to recognizing and celebrating differences, developing empathy, and how to stand up, advocate, tell vs. tattler (Summer 2020- ongoing)

## Action Steps Related to Curriculum cont.

5. **Increase frequency and depth of HS Advisory** and plan for specific lessons aligned to topics of diversity, acceptance, and harassment. (Summer 2020)
6. Work on **school-wide methods to address** diversity, acceptance and harassment at the Middle School. (Summer 2020)
7. **Develop new elective course at the High School** on African American, Puerto Rican and Latino History to onboard in 2021-22 per state statute. Partner with state resources and other school districts for this development. (Spring 2021-Summer 2021)

# Action Steps Related to Professional Development

1. **Offer PD opportunities to Diversity Committee Members (on-going)**
  - Reimagining Education: Teaching, Learning and Leading for a Racially Just Society - Teacher's College, Columbia University (July 13-16)
  - Black Lives Matter in Education Webinar (June 30th)
  - How to Be an Anti-Racist by Ibram X. Kendi (July 20th)
  - PBS Diversity Series
  - Tackling Racism in Classic Children's Literature
  - CREC- Anti-Racist Educator Framework
2. **Plan for PD with local resident/UConn Professor (for committee members) to take place on district PD days beginning in August. (August 2020- Spring 2021)**
  - Committee members will be responsible for preparing and presenting to district staff throughout the school year (on-going)

# Action Steps Related to Professional Development

3. **Offer on-going PD opportunities to all staff** (on-going)
  - (RSD17 Diversity Professional Development Opportunities)
  - Internal professional development on district PD days, in staff meetings, at department or grade level meetings
  
4. **District-wide read of the books How to be an Anti-Racist and White Fragility**
  - Books are at the school sites for staff sign-out. (Summer 2020)
  - Offer a voluntary book club on both of these books. (Fall 2020-Spring 2021)



# Action Steps Related to School Climate and Culture

1. **Schedule planned ADL workshops/assemblies** at HKMS and HKHS, and plan ongoing student conversations, and guest speakers/first-person stories.
2. **Apply for and schedule to host a Naturalization Ceremony** at HKMS and HKHS through local resident and Magistrate Judge. (if possible)
3. **Invite a guest speaker on the immigration process** (grades 5 & 8). (if possible)
4. **Enhance Grade 6 and Grade 9 student orientation** to include education about Harassment (definition) and specifically what expressions students are not to use and why. (Fall 2020)

# Action Steps Related to Partnering with the Community

1. **Partner with HKYFS** as they launch Community Conversations, beginning with unity. (Summer 2020- on-going)
2. **Partner with local parent and educator** regarding diversifying our elementary studies through diverse read alouds and discussions. (Summer 2020)

# Action Steps Related to Building Community Awareness

1. **Build district resource webpage** for Diversity (to be published 7/28/20)

[Promoting Equity and Social Justice Website](#)