

# Dexter Community Schools Board of Education

Diversity, Equity, and  
Inclusion Workshop



November 30, 2020

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# Goals and Objectives

- ▶ Understand the tenets of DCS's emerging strategic DBIE vision
- ▶ Examine Board commitments to antiracism and connections to cultivating culturally responsive school environments
- ▶ Identify priority areas for eliminating racism and all forms of oppression and discrimination in the district



# Anti-racist and Justice-Focused Work

1. What do we believe?
2. What are our goals?
3. What are our outcomes?





## Consider . . .

1. In the next three years, what do you want Dexter Community Schools to be known for?
2. In the next three years, what do you want people to be saying about diversity, equity, and inclusion in DCS?
3. What are the top three priority areas related to equity and justice in the district?
4. What are the top three priority areas related to racial equity and justice in the district?

# Diversity, Belong, Inclusion and Equity Vision



## Diversity

Existence of individual and social differences that contribute to identity.



## Inclusion

Intentionally fostering an environment in which each individual is valued and respected for their diversity, is empowered to engage and contribute, and is provided access to resources and opportunities.



## Equity

Grounded in the principles of fairness, equity makes diversity and inclusion central to establishing policies and practices, creating opportunities, and ensuring each individual has the tools and support they need to achieve their individual success.



# Diversity, Belong, Inclusion and Equity Vision

- **Diversity** - the similarities and differences between individuals, accounting for all aspects of one's personality and individual identity. It implies variety in characteristics like race, ethnicity, gender, religion, age, ability.
- Student Demographics
  - 93% white; 2.5%; Hispanic/Latinx; 2% biracial; 1% Asian; 0.7% Black
  - 6.4% of total students are SOCs

**“Diversity is being invited to the party”**  
**Vernā Myers**

# Diversity, Belong, Inclusion, and Equity

- **Inclusion** - Inclusion is a point at which an organization values and reflects the voice, contributions, and interests of a multifaceted student population. In addition, the organization has created systems, policies, and practices to build a critical mass of diversity that creates a culture of belonging.

**“Inclusion is being asked to dance.”  
Vernā Myers**



# Sense of Belonging

1. How much students feel that they are valued members of the school community
2. How much faculty and staff feel that they are valued members of the school community



1. Close relationships are fostered
2. Feelings of inclusion in the environment
3. Feelings of love, care, and validation





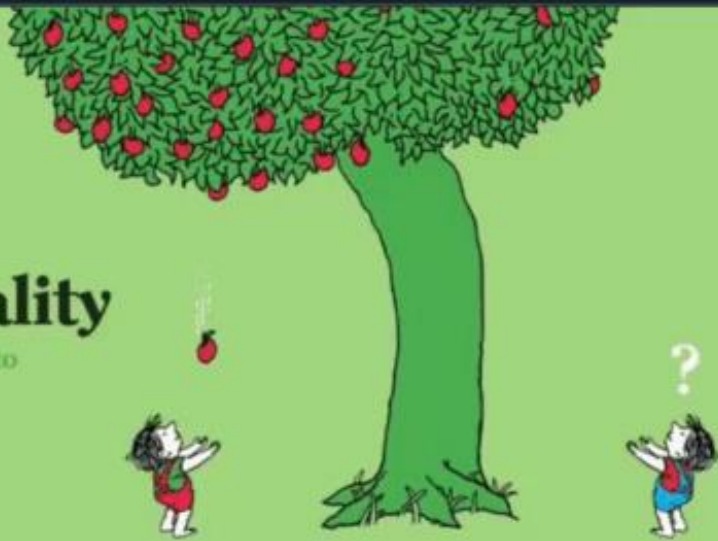
# Diversity, Belong, Inclusion, and Equity

- ▶ **Equity** – a commitment to not only increase representation, but also to begin implementing policies and practices that will allow diverse people to flourish and succeed within the organization.
  - ▶ It is accessing what else needs to be implemented, thought about, and/or stopped.
  - ▶ It is color conscious, views the impacts of inequities and power imbalances on access to opportunities, resources, and outcomes.
  - ▶ It questions patterns in context of historical exclusion and discrimination.

(Powerhouse Montana; Stephens College)

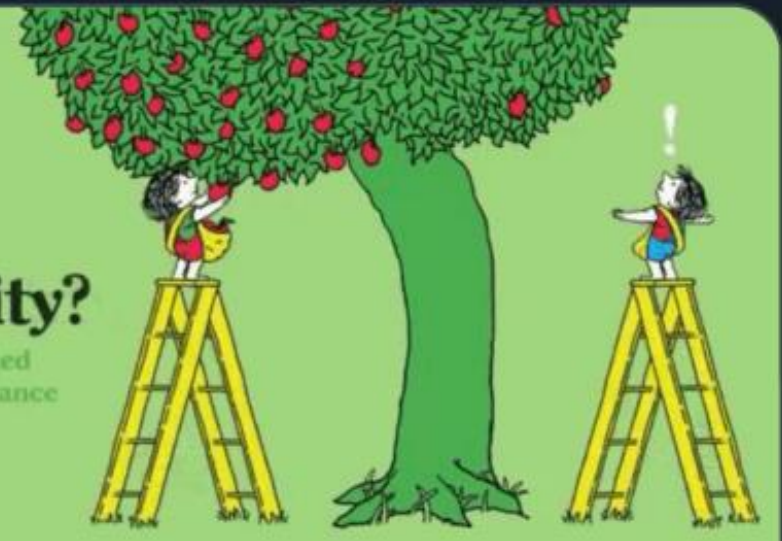
## Inequality

Unequal access to opportunities



## Equality?

Evenly distributed tools and assistance



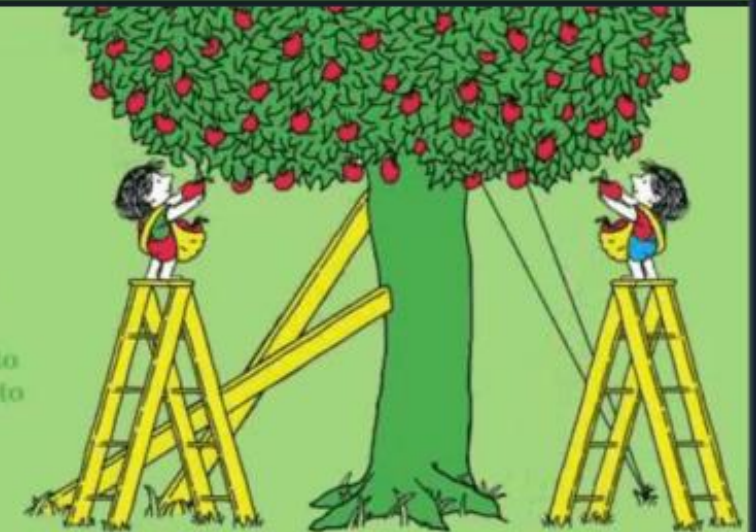
## Equity

Custom tools that identify and address inequality



## Justice

Fixing the system to offer equal access to both tools and opportunities





# Resolution Examination Against DBIE Vision

- Questions to consider

1. What are the stated commitments in the Resolution?
2. Where is there overlap with the top priority areas? Where is the difference?
3. Have we stated anything in the resolution as a commitment that is not stated as a priority area? If so, add it to your list of priority areas.

# What Stuck?

- An 'Aha' moment
- A pleasant surprise
- Something that you had to struggle with to understand
- Something that you don't agree with
- Something that you agree with strongly
- Something you thought was particularly interesting
- Something you didn't expect
- An insight or solution
- Something you want to know more about/A question that you have



# THANK YOU



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