



Mt. Lebanon School District

**Diversity, Equity, and Inclusion  
Taskforce  
Community Forum  
May 12, 2021  
7:00 - 9:00 PM**



Mt. Lebanon School District

**Taskforce Facilitators**

Heather Bennett, J.D., Ph.D.  
Pennsylvania School Board Association  
Director of Equity Services

Marybeth D. Irvin, Ph.D.  
Mt. Lebanon School District  
Assistant Superintendent for Elementary Education





Mt. Lebanon School District

**Community Forum Agenda**

Welcome and Introductions  
Purpose of the Taskforce  
Taskforce Information  
Importance of Equity  
Draft Goals and Action Steps  
Public Comment



Mt. Lebanon School District

**Setting Expectations**


Stay engaged	Ask questions	Practice active listening	Speak from your experience	Reflect frequently	Take care of your needs
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Mt. Lebanon School District

**Why a DEI Taskforce?**

National conversation and attention to equity in education  
Incidents in our schools and community  
Feedback from stakeholders, including community and student groups  
District data that identifies opportunity gaps for students



Mt. Lebanon School District

**Why a DEI Taskforce?**

Examples of District Data

- Demographic Shifts
- Opportunity Gaps



## Mt. Lebanon School District

### Why a DEI Taskforce?

**Mt Lebanon School District Mission**  
**To provide the best education possible for each and every student.**



## Mt. Lebanon School District

### Why a DEI Taskforce?



## Mt. Lebanon School District

### Taskforce Membership

- Teachers and Administrators
- Families and Community Members
- Students
- Representatives from all schools
- PTA
- School Board



## Mt. Lebanon School District

### Taskforce Processes and Procedures

- Setting a Foundation for Equity
- Review District Data
- Developing Goals and Action Steps
- Team and Stakeholder Feedback



## Mt. Lebanon School District

### Taskforce Purpose

The purpose of the DEI taskforce is to define equity in Mt. Lebanon School District, identify achievement and opportunity gaps, set goals, and establish recommendations to achieve goals.



## Mt. Lebanon School District

### What is Equity?





## Mt. Lebanon School District

### What is Equity?

Equity is the just and fair distribution of resources based upon each individual student's needs. Equitable resources include funding, programs, policies, initiatives and supports that target each student's unique background and school context to guarantee that all students have equal access to a high-quality education (Pennsylvania School Boards Association).

A healthy and safe environment can help students thrive, and every student, regardless of race, ethnicity, sexual orientation, gender identity or expression should be provided the opportunity to learn – free from discrimination, fear, or harassment (PDE).



## Mt. Lebanon School District

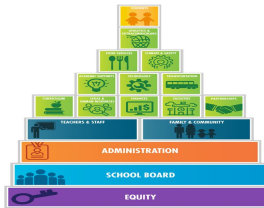
### Characteristics of Equity

- **Inclusive:** Extends, values, includes and embeds the experiences and voices of all populations within the framework, climate, and procedures of systems and institutions.
- **Fair:** People are given what they need to participate fully in the system (free from bias or injustice).
- **Just:** Remedies past and addresses present harms by the system that have created the inequities.



## Mt. Lebanon School District

### Equity as a Foundation



## Mt. Lebanon School District

### Overview of Draft Goals and Action Steps

#### Goal Areas

Accountability and Transparency	Professional Development
Safe and Inclusive Environments	Equitable Access and Outcomes
Culturally Responsive Curriculum and Instruction	

- Review all 5 Goals and Recommended Action Steps
- Discuss Focus Questions
- Return each Goal for Public Comment



## Mt. Lebanon School District

### Accountability and Transparency

Create accountability and transparency through policies, procedures, and metrics to support equity and inclusion.



## Mt. Lebanon School District

### Accountability and Transparency

1. Review, develop and revise policies with equity and inclusion as a priority.
2. Collect and review data to assess and analyze the strengths and needs for equity and inclusion in programming and procedures.
3. Develop a district-wide communication plan to promote transparent communication.



## Mt. Lebanon School District

### Professional Development

Develop a comprehensive professional development plan for all staff to support equity and inclusion.



## Mt. Lebanon School District

### Professional Development

1. Establish a baseline of prior knowledge and experiences in order to identify professional development needs.
2. Draft a plan for specific professional development activities in alignment with the identified needs of the stakeholder groups.



## Mt. Lebanon School District

### Professional Development

3. Implement professional development training and provide tools and resources specific to stakeholder groups.
4. Gather feedback to determine the success of trainings in supporting the DEI goals.



## Mt. Lebanon School District

### Safe and Inclusive Environment

Ensure all stakeholders feel safe, supported, and included as valued members of the school community.



## Mt. Lebanon School District

### Safe and Inclusive Environment

1. Increase accessibility of resources, building access, events.
2. Create spaces for families of historically marginalized groups.
3. Recruit, retain, and support a diverse workspace.
4. Prepare for and respond to identity based harassment.



## Mt. Lebanon School District

### Culturally Responsive Curriculum & Instruction

Utilize culturally responsive and inclusive curriculum and instructional strategies for all students.



## Mt. Lebanon School District

### Culturally Responsive Curriculum & Instruction

1. Implement curricula that is representative of diverse persons inside and outside of the District.
2. Incorporate a wide variety of culturally responsive and inclusive instructional strategies intended to meet the needs of diverse students.



## Mt. Lebanon School District

### Culturally Responsive Curriculum & Instruction

3. Increase the use of culturally inclusive and responsive instructional strategies and curriculum through ongoing professional learning.
4. Establish practices for assessment and placement that ensure that all students have equal access to opportunities for academic support, enrichment, and excellence.



## Mt. Lebanon School District

### Equitable Access and Outcomes

Create opportunities and remove barriers to ensure all students receive equitable access to resources so that they can reach their goals.



## Mt. Lebanon School District

### Equitable Access and Outcomes

1. Conduct needs assessments to determine barriers, to include facilities, curriculum and instruction, and processes and procedures
2. Ensure DEI goals are included and prioritized in the annual budgeting process in all relevant areas.
3. Develop a comprehensive communication plan for diversity, equity, and inclusion.



## Mt. Lebanon School District

### Public Comment and Feedback

- Each Goal will be the focus for 15 minutes
- Comments limited to 2 minutes to maximize opportunity for input
- Padlet link in chat for written comments
- Survey link on website for additional feedback

Comments and feedback will be reviewed by the DEI Taskforce.



## Mt. Lebanon School District

### Public Comment and Feedback

What do you like?

What is missing?

What would you change?

What questions do you have?

## Accountability and Transparency

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Mt. Lebanon School District

### Next Steps

June 2, 2021 - Taskforce Meeting

Review feedback and refine Goals and Action Steps

June 14, 2021 - School Board Meeting

Present Proposed Goals and Action Steps



Mt. Lebanon School District

**Diversity, Equity, and Inclusion  
Taskforce**

**Community Forum  
May 12, 2021**