

Let's Connect

As you enter the Zoom Meeting, enter the following into the chat box:

Name

Gender pronouns

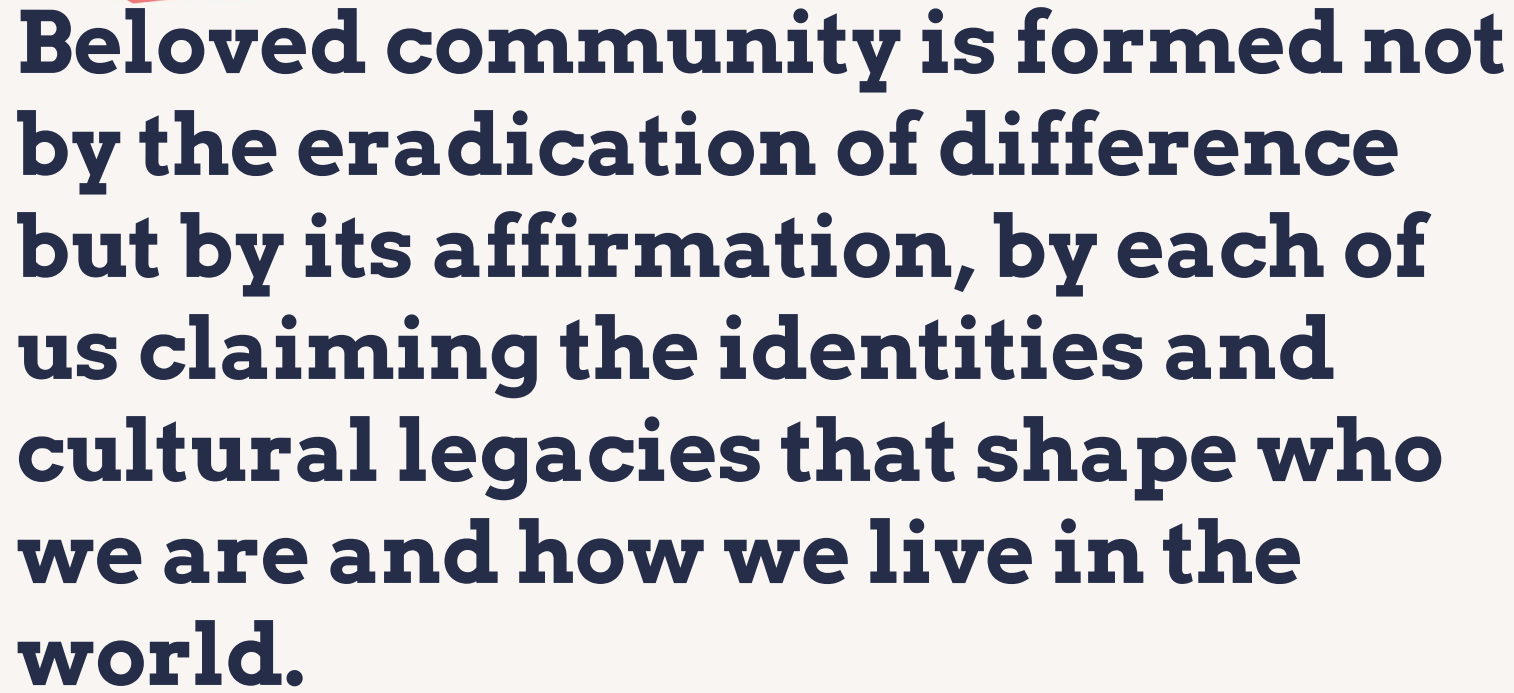
Race and/or Ethnicity

First piece of music you ever bought :)

Advisory Committee for Global Citizenship & Character / Strengthening the Bonds of Community

October 7, 2020





Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world.



- bell hooks

I speak
little
chines

a Iland girl

black lives mater

I want
to
people to
see
me

Sweetish / Niece
Diabetic

german barbaelean

Human

disleesic

Ruth Bader Ginsburg Lover
fith grader

Child


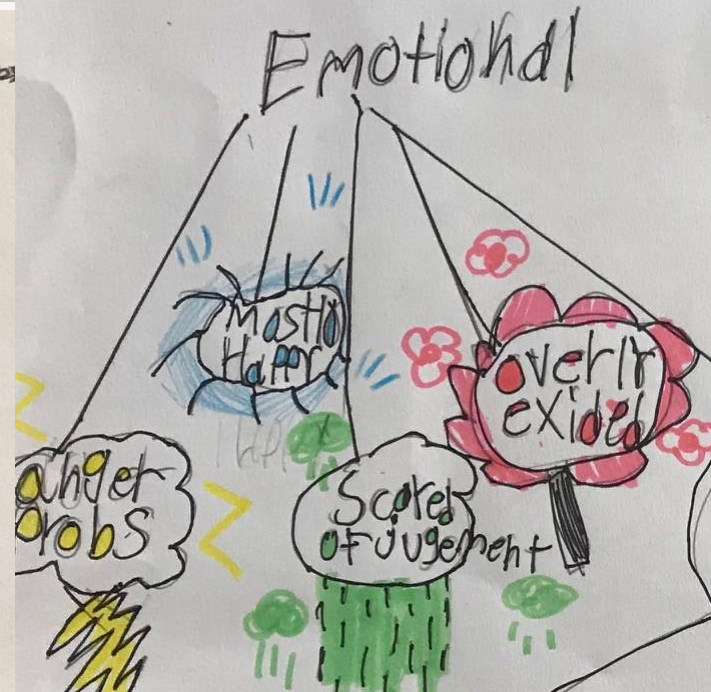
- I lived in the philipinas 9 years
- I have really weird abilities
- I like frenchese
- I like pasta
- I like mango sorbet
- I Love Baguette

Anxious

Tip toe walker

Nail biter

Nervous

Lifting Up Work

There is a lot of incredible work being done in the Region 15 community.

Please share your good work, so we may celebrate it.

- • • ● Committee member April Swiger recently served as panelist on intersections of parenting, race, and faith
- • • ● Initial club meeting for Black, Indigenous and Students of Color at PHS where students shared their vision

Agenda



01 WHO WE ARE & WHERE WE'VE BEEN
Purpose, name, recap goals & objectives

02 WHAT'S ACCOUNTED FOR
Review specific progress

03 STOCK TAKING: GOALS
How do these fit? Some other wording?
Additional goal?

04 OBJECTIVES THEMSELVES
Which should be sustained? Anything else?

Our Norms

1. Stay Engaged
2. Speak Your Truth
3. Experience Discomfort
4. Expect and Accept Non-Closure

Logistics

Minutes
&
Agendas

Small
Group
Roles

Small
Group
Work

Future
Meetings

E. Birden will keep minutes when in large group

Will be housed on Equity & Inclusion portion of website



Designate facilitator, notetaker, & speaker

Email equity_inclusion@region15.org your group's notes



What will happen in between meetings?

Submit in advance of next meetings: what group worked on in interim, agenda for next meeting



Next meeting will be soon: **October 21**

To finalize goals, objectives, and subcommittees and get to some good work



Region 15 Mission

The mission of Region 15, a collaborative community committed to excellence, is to educate every student to be productive, ethical, and engaged in a global society through proven and innovative learning experiences supported by its strong community whose decision-making is based on the best interest of all students.

* Particularly ToA 1 & 3

Theories of Action



Region 15 Theories of Action

- 1. If we foster schools that are welcoming and inclusive to all students, then students will feel valued and they will be better able to access their learning.**
2. If we improve our ability to align assessments to curriculum, improve our data culture, and increase our analysis of student learning, then we will be more equipped to provide meaningful student engagement and increased achievement.
- 3. If we embrace communication, transparency, and collaborative relationships within ourselves and the community then we will improve trust and participation in supporting our students.**
4. If we increase and promote access to career pathways, curriculum, and shared instructional experiences then our district will prepare students for the world they will enter after their time with us.

Truly inviting to all; ensure all are and feel welcomed; participating fully in decision making & development of organization

Standing on common ground

Equity

Promoting just and fair inclusion, and creating conditions in which everyone can participate, prosper, and thrive

Inclusivity

Includes: race, ethnicity, religion, gender, sexual orientation, age, size, socioeconomic status, ability, language, etc.

Diversity

Cultural competence



1:

To nurture, **in students**, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation

2:

To nurture, **in staff**, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation



Goals 2017-2019

3:

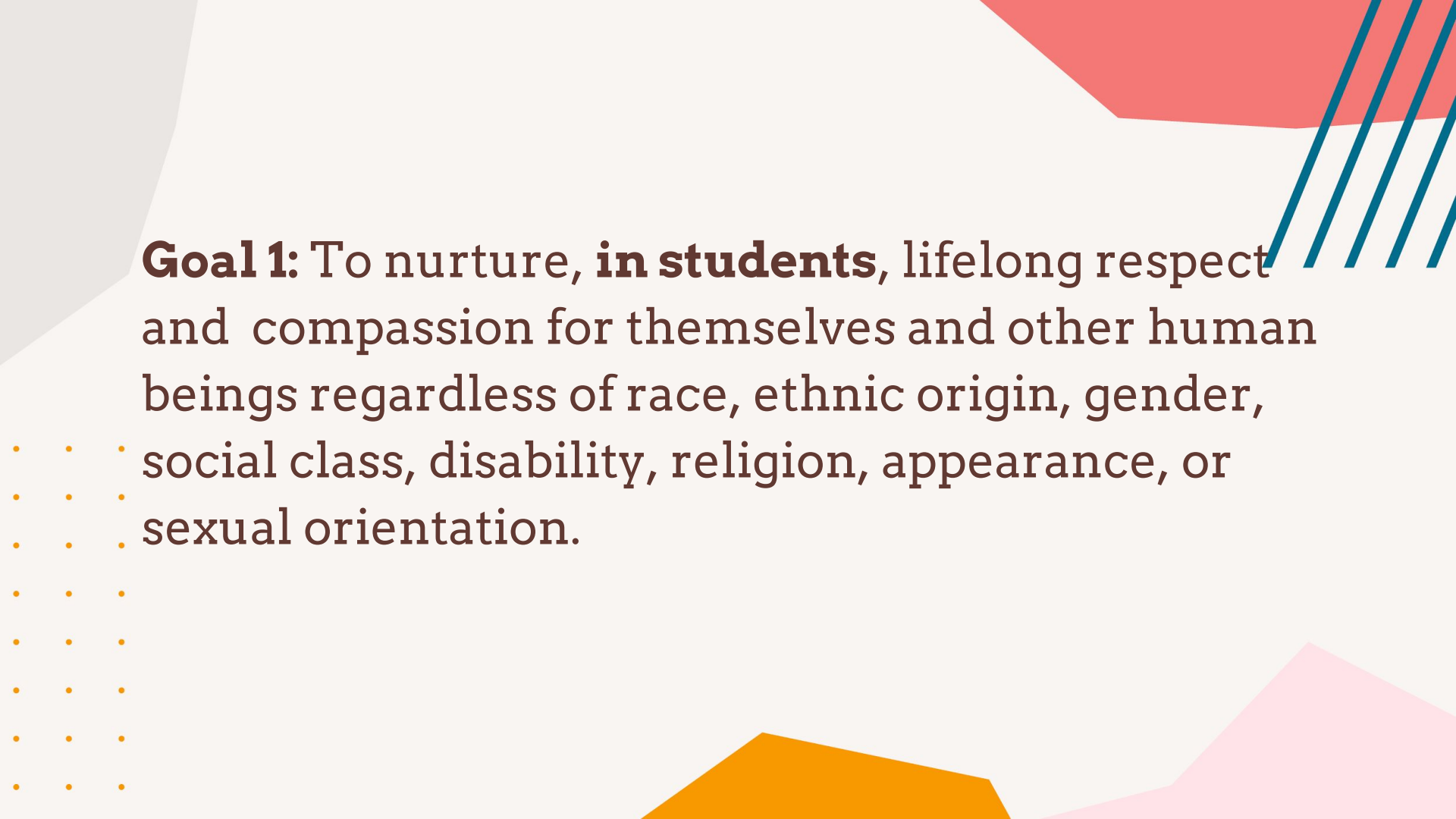
Revise curriculum to reflect a broad range of knowledge and information which illustrates varied and diverse contributions to history, the arts, science, mathematics, and literature

Key

Black Writing – in initial document & action occurred

Blue Writing – in initial document & did not occur

Red Writing – additional actions occurred



Goal 1: To nurture, **in students**, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation.

Action Steps

HS Courses: Conversations on Race, Human Rights, Contemporary Issues	Meeting w/ businesses , libraries, historical societies, chamber of commerce, etc.
R15 Learner Expectations	School Assemblies about respect for differences (K-12)
ADL Step UP! Presentation (MS)	Establish sister school(s) in another district
ADL Ally Training for MS (yearly)	Advisory Period at HS/MS
Names Can Really Hurt program (HS)	Health/Development Guidance Curriculum (K-1, MS, HS)
Restorative Practices (K-8)	HS Semester 1 Projects from HS students to MS/Elem students
Co-Sponsor an evening for students on diversity with community organizations such as historical society, local libraries, etc.	Conversations @ Quinnipiac University
R15 Cultural Celebrations	Beginning Implementation of R.U.L.E.R
Co-sponsor programs re: diversity (ex. with Historical Society)	Clubs/Meeting at HS (LGBTQ+, Student of Color)
School-based Character initiatives	

Goal 2: To nurture, **in staff**, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation.

Action Steps

Dr. Bill Howe community presentation on multicultural society	Orientation for New Staff re: diversity & respect
NCCJ Anti Bias Workshop (2018, 2019, 2020)	Speaker for Convocation
ASCD Global Leadership Summit	R.U.L.E.R Training (2018, 2019, 2020)
Responding to Hate & Bias (CABE)	Harvard Graduate School of Education: Race, Equity & Leadership in Schools
Dismantling Racism Conference (2018, 2019, 2020)	Ally Training for (MS Students) & 2 MS Staff
SEL Network at CES	Building administrators communicate to staff the continued expectation to build relationships with all students that affirms the value within this goal – and to be aware of the barriers
Classrooms will have artifacts that represent culture related to their curriculum	
Professional learning on delivery of new content related to differences	

Action Steps

Best Practice in Social Justice (online course)

Trauma-Informed Family and Community Engagement

Workshop on Human Rights

K-12 Education During the Pandemic: What's at Stake to Ensure Equity for Our Students

Cultivating Safe Classrooms

Culturally Responsive Teaching: How to Improve Your Impact in the Physical or Virtual Classroom

What Can You Do About Racism?

Building Holocaust Instructional Materials: Teaching Through Hope

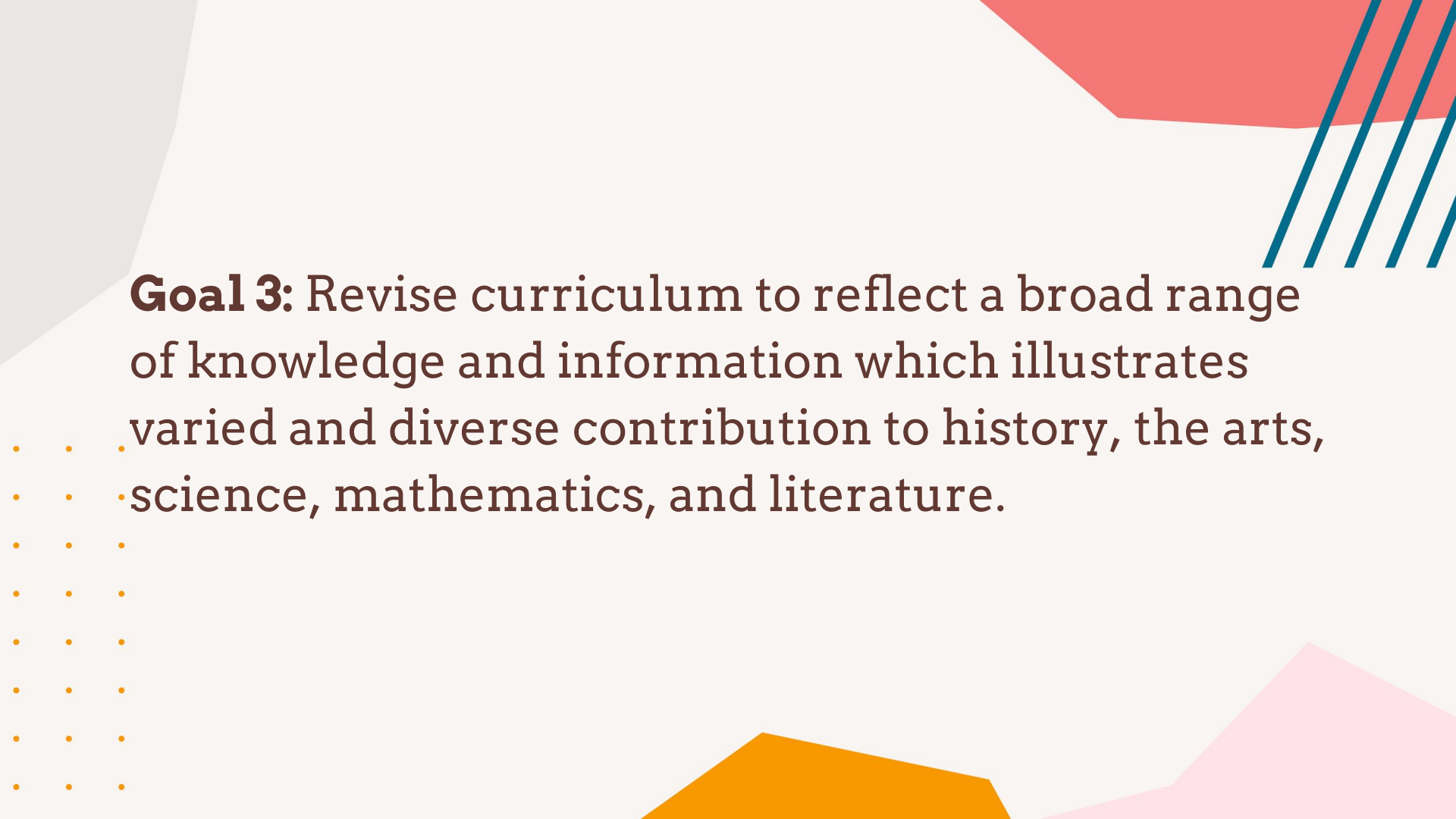
Ways to Productively Address, Hurtful, Biased Comments of Actions

Antiracism Journal Project

Rigor & Relevance

Teacher in Residence

Goal 3: Revise curriculum to reflect a broad range of knowledge and information which illustrates varied and diverse contribution to history, the arts, science, mathematics, and literature.



Action Steps

Revise of Gr 4 ELA Unit	Create a monthly calendar that celebrates important people that represent varied differences in our culture.
Revise of Gr 4 SS Unit	Developmental Guidance revisions (need to do MS/HS)
Revise Grade 8 SS Civil War Unit (Will be revising all MS SS)	Contemporary Issues class at HS
Revision of MS/HS English titles to include diverse characters, authors, situations, etc.	Curriculum and Instruction Audit (Was in 2020-2021 budget; pending)
Develop committee to determine age appropriateness of social justice topics	Development of MS Global Communications B class

Taking Stock of Goals: Breakout Groups

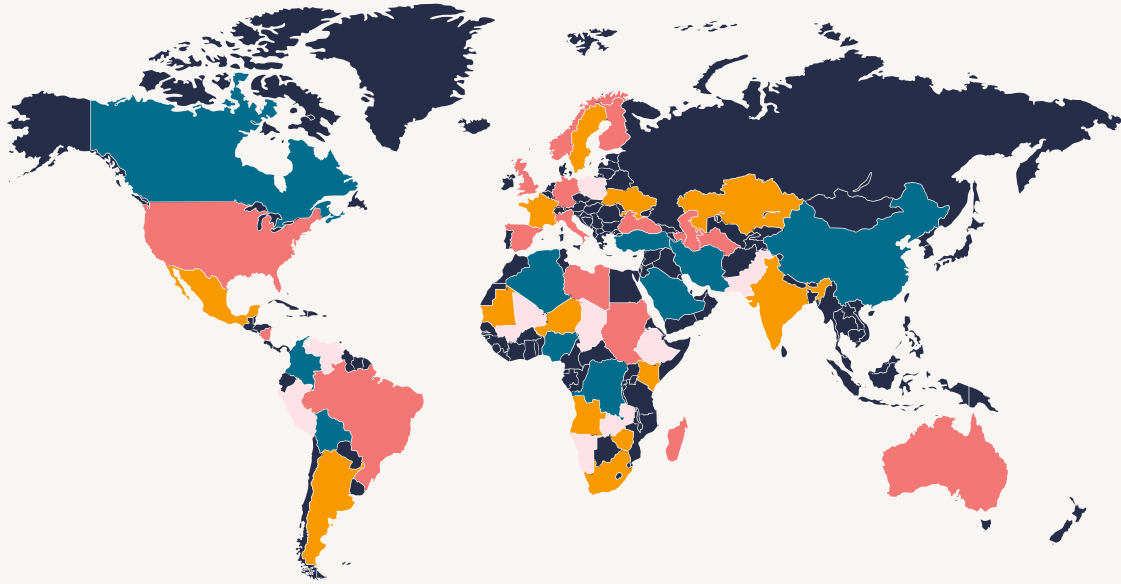


How do these goals
still fit with our
purpose?

Same wording?

Additions, revisions?

Our Goals Are Our Map



Debrief
breakout
group
conversation
on goals

Layering in the Objectives

Goal 1:

To nurture, in students, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation

Goal 2:

To nurture, in staff, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation

Goal 3:

Revise curriculum to reflect a broad range of knowledge and information which illustrates varied and diverse contributions to history, the arts, science, mathematics, and literature

Objective 1: To develop school based programs that foster a sense of belonging, safety, and wellness

Objective 2: To develop community partners that will address multicultural priorities and values within their range of activities for students outside of school

Objective 1: Staff will develop an awareness related to valuing differences among staff and students

Objective 2: Staff will demonstrate an appreciation and depth of knowledge related to valuing differences among staff and students



Now focus on objectives: breakout groups

Similar process, just more granular

- Which should be sustained? Changed?
- What should be added?





Our objectives will more specifically determine our next actions

Debrief from
2nd breakout
group

Next Steps

Finalize goals and objectives

Based on your work this evening

Will send to you via email asap



So that we can...

Turn up the dial and get to work on specific action



Announcement of Future Meetings

Oct. 21
@6pm

Forthcoming poll regarding your
scheduling preferences for meetings
for remainder of the year

Remember:

Notetaker: Please email your breakout group's notes at your earliest convenience to:

equity_inclusion@region15.org

Thank you!

Follow on socials!

IG: @r15equity_inclusion

Twitter: @r15equity

What's Our Name? - POLL

1. Advisory Committee on Global Citizenship & Character
2. Strengthening the Bonds of Our Community
3. J.E.D.I. (**J**ustice, **E**quity, **D**iversity, **I**nclusivity)
4. J.E.D.I. (**J**ustice, **E**quity, **D**iversity, **I**nclusivity) Masters
5. Stronger Together
6. S.M.I.L.E. (**S**outhbury **M**iddlebury **I**nclusive **L**earning **E**nsemble)
7. Equity & Inclusion Council

“OFTEN,
PEOPLE ARE
WAITING FOR
A LEADER TO COME
ALONG.
YOU DON'T
HAVE TO
WAIT FOR
SOMEONE
ELSE.”

—BETTINA L. LOVE

(Love as cited in Stoltzfus, 2019)