



**Equity Team
Meeting
11.24.2020**

Mission & Vision Statement



Review Norms

- All voices welcome
- Speak from your own experiences (no assumptions about other people's experiences)
- Listen to understand not to respond
- Be cognizant of the airtime (monitor it, not necessarily equal)
- Assume positive intentions; ask follow up questions to clarify; be open to clarification and not getting defensive

Mission Statement

District-wide: Raising the achievement of all students while decreasing and eliminating the gap between the highest and lowest performing groups of students.

Skyline Team belief/vision statement: Focusing on social personal elements of the equity work will lead to better achievement, because if students feel comfortable in the environment they are in, they are more capable of learning (Maslow).

Agenda



- Connections Activity
- Heritage Month : Celebration of Indian-Americans at Skyline
- District Meeting Updates
- Mr. Phelan : MLK Assembly Plans in progress
- Two Activities (Break out/whole group) :
 - Improving Your Practice as a Multicultural Educator
 - Courageous Conversations Compass
- Feedback

Ice-Breaker/ Connections



Show us (if you can) and share an item : a gift, souvenir from travel, book/
student appreciation or just a memory that added to your own understanding or
knowledge of another culture/country/belief/race in the
context of your practice or as an individual.



MLK Assembly Planning from previous meeting

Admin and ASB will be working together with the resources we brainstormed last meeting to create the PPT. Thank you for all your support on this!

District Meeting Updates (Nov 19, 2020)



- Swap Shop Model
 - Collaboration and Exchange of building Equity related resources
- Core Building Team at each school
- Emphasis on Equity Newsletter from Alaina Sivadasan, Director, Equity Advisory Group
- Pro-actively talk about Equity issues

Activity 1 : Improving Your Practice as a Multicultural Educator

Improving Your Practice as a Multicultural Educator : Check Chat for File

You might need a pencil or pen and a paper/post it. Alternatively, type responses on screen

- We will be evaluating ourselves first.
- Take A Zoom Poll to see where we are collectively as a team
- Move to Break out Rooms/ stay together to reflect on one or more areas of improvement.

Excerpt from the Book : Courageous Conversations by Glen Singleton

One recommendation Singelton makes is to develop equity teams, which he refers to as “E-Team”.

The E-Team is comprised of members from various departments and/or grade levels and it is their responsibility to:

- “Engage in a process of investigation to discover how race impacts their personal and professional beliefs and behaviors.*
- Lead the school or central office staff in the examination of individual and institutional culture as it relates to equity and anti-racism.*
- Establish a professional learning community in which adults can effectively develop skills and knowledge necessary to improve student performance and eliminate racial achievement disparities.”*

Activity 2 : Courageous Conversations Compass

Check chat for file : Courageous Conversation

Any initial thoughts?



The Compass:
A Navigational Tool for Understanding Multiple Perspectives

Moral: A strong sense of right and wrong.



Intellectual: A need to know more information about the issue.



Emotional: Strong emotional connection to the issue.



Social: Wanting to do something to address the issue.

Activity 2 : Break out session/ Whole group

We watch this video and answers guiding questions in groups about our practice
<https://www.youtube.com/watch?v=76BboyrEl48&t=3s>

At in your group, respond to the following:

1. What area(s) of the compass most resonates with you in the context of the video?
2. What is familiar about this video? What is unfamiliar?
3. How does this relate to our students' experience at school?
4. How does this relate to our work as educators?

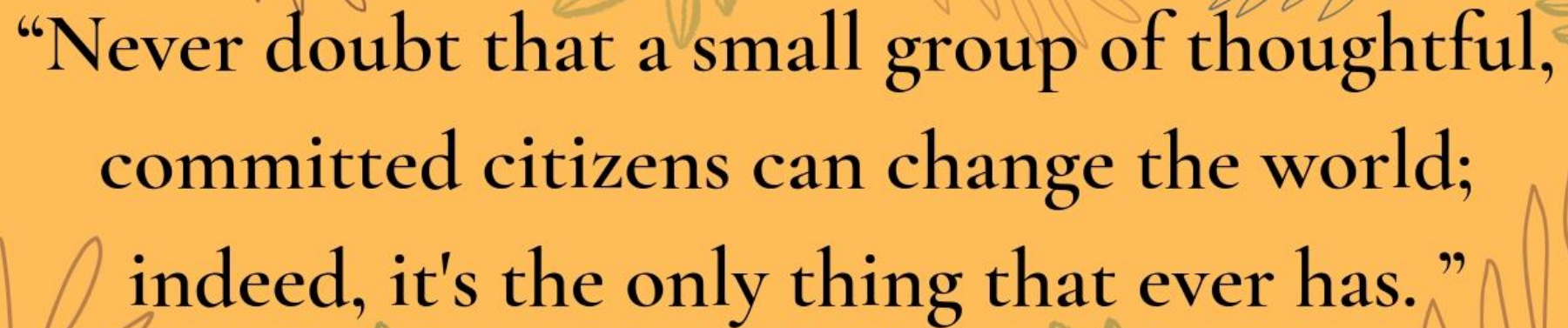
Feedback

- Any ideas/plans/segments you want to incorporate into these meetings
- Any Equity conversations in the building you want to highlight.

Please bring it to Mr. Phelan and we can take it up in this meeting.

- Any clubs you advise doing DEI-related work, please let us know. We appreciate student voice and representation at these meetings





“Never doubt that a small group of thoughtful,
committed citizens can change the world;
indeed, it's the only thing that ever has.”

-Margaret Mead

Resources & Next Steps



SHS Padlet Resources: https://padlet.com/Skyline_Staff/EquityPanel

District Equity Information: <https://www.issaquah.wednet.edu/equity>

Student-created LGBTQ+ pronouns staff training: <https://www.youtube.com/watch?v=jSkcJCP6Uoo>

ISD Student Equity Council Application: <https://www.issaquah.wednet.edu/skylinehs/view/featured-news/2020/08/18/isd-student-equity-council-application>

There is also a District Teachers of Color group. Please email Alaina Sivadasan at sivadasana@issaquah.wednet.edu

Please attend upcoming Skyline Equity Team Zoom meetings if you can! These PPTs will be posted on the SHS website as our minutes, along with the next meeting date(s).