



OFFICE OF EQUITY, DIVERSITY, & INCLUSION

NEWSLETTER

June 2022 - Volume 1, Issue 1

Welcome to the first issue of EDI News!

The intent of this newsletter is to create a shared space for all of Brockton's students, staff, and parents to come together and share resources, stories of success, and most importantly highlighting the districts dedication to improving student success with a heavy emphasis on effective instruction, active reading/ writing, and positive relationships. Although our district has room for improvement, it is important to publicly recognize the ways that Brockton is actively achieving change together for the continuous success of all of the students we serve.

CULTURAL CALENDAR RECOGNITION

- PRIDE MONTH
- NATIONAL CARRIBEAN AMERICAN HERITAGE MONTH
- NATIONAL IMMIGRANT HERITAGE MONTH
- AUTISTIC PRIDE DAY - June 18
- JUNETEENTH - June 19
- WORLD DOWN SYNDROME DAY - June 21

Educator Diversity Matters



Educators of color improve outcomes for not only Black and brown students but *all* students. Yet, not enough students have access to them. According to the 2018 study conducted by John Hopkins University and American University entitled, *"The Long-Run Impacts of Same-Race Teachers,"* having just one Black teacher in elementary school not only makes children, all children, more likely to graduate high school, it also increases their chances of enrolling in college. Specifically, Black students who had one Black teacher by third grade were 13 percent more likely to enroll in college and those who had two were 32 percent more likely.

Educator Diversity Matters

The call for more teachers of color has grown more urgent given the changing demographics in America's public schools today. Specifically, in BPS, 84 percent of the students come from communities of color while only 16 percent are white. This was not true in the 1970s and 1980s when Brockton was 98 percent white. While our student demographics have shifted drastically over the past several decades, efforts to diversify the teaching workforce have barely budged in the last 10 years. It is wonderful that BPS has surpassed its recruitment and hiring goal this year and have hired over 40 percent staff of color with 32 percent being teachers of color.

There is a great need for professional development for teachers on anti-racist teaching and sustaining culturally responsive practices in every classroom and throughout the district.



HEALING WHAT HURTS

BY RENÉE HEYWOOD, EXECUTIVE DIRECTOR OF EQUITY, DIVERSITY & INCLUSION

A patient runs into the emergency room yelling, "Doctor, doctor! I need you to fix me. I can't stand the pain anymore. I just need you to fix me so I can finally be normal." The conversation unfolds like this:

Doctor: Where does it hurt?

Patient: Everywhere! Just hurry up and fix it. I'm tired of dealing with this pain!

Doctor: I can't fix anything until I understand what's wrong...what is the cause of your pain?

Patient's cousin runs into the exam room...

Doctor: Hello... may I help you?

Cousin: Hi I'm his cousin. What's going on?

Patient: I'm here so this doctor can get rid of my pain. Every time I walk into the blue box on our living room floor, I feel excruciating pain all the way up my back. I try to walk around it, but I keep bumping into it.

Doctor: So, it's your back and possibly your foot?

Patient: Yeah, I guess so, but it affects me all day and I can't enjoy life like everyone else because these thing keeps getting in my way. I can't avoid them. Sometimes I don't even see the box because there's a blanket over it.

Cousin: Wait... you mean the blue box that has all my old memorabilia including the piece of cement sidewalk I saved from an event in 1968?

HEALING WHAT HURTS - CONTINUED

BY RENÉE HEYWOOD, EXECUTIVE DIRECTOR OF EQUITY, DIVERSITY & INCLUSION

Doctor: Cement...well that explains why it hurts to bump into. Now I'm starting to understand... but cousin, can I ask why are you keeping these old things? And why are they in the middle of the living room?

Cousin: I've had these things for years. They are a part of me and my past. That's why I keep them in the living room so I can see them every day. BUT they aren't THAT important to me now that I see my stuff is causing my cousin to be in pain. I'm so sorry about that.

Doctor: Great! We are making progress. How about you both go through that box together to see what you should keep and maybe you could put the rest, including that cement outside somewhere?

Patient and Cousin: Great idea!

The work of the office of equity, diversity and inclusion is to expose blind spots in order to have care and concern for the people with whom we spend our lives. When we do equity work, we are asking each other to break our loyalties with ideologies that may have served us well but that don't serve our work and school community well. Creating a space of care for our students will support their learning and we will see them progress and excel. Creating that space for each other by acknowledging and removing the roadblocks that prevent us ALL from living our best life makes our workday fun and productive. We can achieve this if we are willing to do the work to heal.

2ND ANNUAL ACHIEVING CHANGE TOGETHER CONFERENCE

The Brockton Public School district is planning for the 2nd Annual Conference which will be held on November 8, 2022 (Election Day) from 9:00 a.m. to 2:00 p.m. This year's theme is EDI: Cultivating Educational Excellence in the BPS Focus Areas.

We are actively seeking presenters for the conference! Please see the Call for Workshop Proposals sent by Jess Hodges for more information on how to be selected as a presenter. The workshops will be for 2.5 hours in length (9:30 a.m. - 12:00 p.m.) and will be in-person.

Conference Objectives By the end of the conference, participants will be able to...

- Use culturally and linguistically responsive and sustaining practices to focus effective instruction on student readiness, learner profiles, cultural/linguistic/community backgrounds, and lived experiences to promote self-directed, independent learners;
- Apply an equity, diversity, and inclusion (EDI) lens to support active reading and writing learning goals for all students, particularly student sub-groups that have been historically and traditionally marginalized (e.g., students with disabilities, multilingual learners, racially/ethnically diverse students, LGBTQ+ students); and
- Create a positive and supportive classroom culture and school climate that promotes positive relationships between students and adults, validates student voice, and affirms a positive self-concept and identity.

Workshop Agenda Outline (Rough Draft)

Est. Timeframe	Topic	Lead Person
9:00-9:20 A.M. (20-minutes)	General Assembly (Virtual) · Welcoming & Framing the Day	EDI Team/Superintendent
Transitional Time (9:20-9:30 A.M.)		
9:30 A.M. - 12:00 P.M. (2.5-hours)	Concurrent Workshops (menu – participants will identify their 1st, 2nd, and 3rd choices) · TBD	Workshop Facilitators · Student Ambassadors
Lunch 12:00 – 1:00 P.M. (1-hour)		
1:00 – 1:45 P.M. (45-minutes)	Town Hall Meeting (recorded) · May include students, parents, and community members · Participants will reflect on the highlights and takeaways from the day	TBD
1:45 – 2:00 P.M. (15-minutes)	Closing (Virtual) · TBD	Renee Heywood

If you have any questions, please reach out to Darnell Thigpen Williams at - darnellwilliams@bpsma.org for support.

Equity, Diversity, & Inclusion - Education Resources

EDUCAUSE

EDUCAUSE is committed to diversity, equity, and inclusion (DEI) and at the same time recognizes that leading change toward diversity is an area of expertise with its own knowledge base and professional practitioners. The resources below, drawn from a variety of external sources, provide an entrée into DEI topics for higher education IT professionals who would like elevate diversity and inclusion as a priority personally or for their organizations. - <https://www.educause.edu/about/diversity-equity-and-inclusion/resources>

AMERICAN NUCLEAR SOCIETY

This is a curated list of educational resources on various Diversity, Equity, and Inclusion (DEI) topics. The purpose of providing these is to educate our members on the many facets of DEI. - <https://www.ans.org/communities/diversity/resources/>

LEARNING FROM JUSTICE - TEACHING JUNETEENTH

The history of Juneteenth acknowledges hard history while also empowering students to be advocates for change. - <https://www.learningforjustice.org/magazine/teaching-juneteenth>