

# Diversity, Equity and Inclusion Team

Darien Public Schools  
March 13, 2023



An aerial photograph of a school campus, featuring a large green sports field, a baseball field, and several school buildings. A large, semi-transparent blue rectangular box is overlaid on the center of the image, containing white text. The text is arranged in a title and a list of items with corresponding times.

# Meeting Overview

- |   |             |
|---|-------------|
| I. Welcome and Celebrations-Shout Outs-Shares | 3:30 - 3:40 |
| II. Network Updates & Table Top DEI II        | 3:40 - 4:15 |
| III. Focus Group Team Work                    | 4:15 - 5:45 |
| IV. Ending Well                               | 5:45 - 6:00 |



## Mission

Inspiring a love of learning in all students so they develop as critical thinkers and innovative creators who contribute to the world with integrity and purpose beyond themselves

## Vision

Preparing all students today to thrive in a changing world tomorrow

## Core Values

Wellness  
Collaboration  
Diversity & Inclusion  
Equity  
Excellence  
Innovation  
Respect & Civility

# Core Values

The Core Values are the fundamental beliefs and collective commitments that adults make to shape culture and the path to achieving the mission and vision.

Equity - Advocating for and advancing opportunities and outcomes for all.

Diversity & Inclusion - Creating a community that welcomes and embraces the full range of human differences.

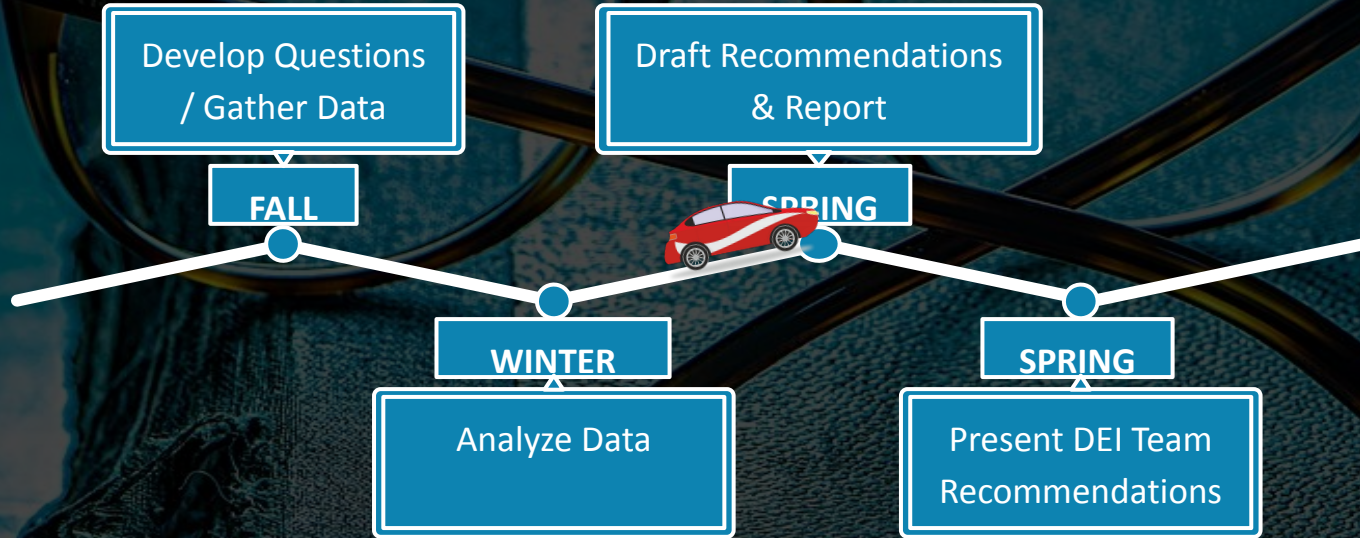
## DEI Team Agreement

If we embrace, respect, and listen actively to diverse perspectives and allow ourselves to be vulnerable and practice respectful discourse, then we will realize a seriousness of purpose allowing each other to share openly and honestly in order to create a brave space that influences positive change.

# Equity Statement

We seek and embrace diverse human differences of all kinds in effort to support the learning and growth of all students. We will advocate for and advance opportunities to support learning for everyone.

# Looking Ahead





## June 13th Presentation

- Overview & Scope of Committee Work
- Equity Statement
- Equity Networks
- Equity Audit (Process and Findings)
- Challenges & Successes
- Commendations & Recommendations



## TABLETOP DISCUSSION 1

***Scenario: You are a second grade teacher. During a Valentine's Day craft activity being led by room parents, you overhear one of your students tell his friend that his older brother, who is at the high school, is "going to become a girl"....***

- 1. What would you do?***
- 2. How would this situation change if the students were in sixth grade?  
Tenth grade?***
- 3. Does this situation seem possible?***

## TABLETOP DISCUSSION 2

***Scenario: Your class is studying American History - during the lesson about FDR's New Deal a student raises their hand and says: "this is the first time America started having a problem with the crazy ideas Democrats have. He's the president that started ruining our country - anyone who thinks like him is un-American, an idiot, and we should get rid of them."***

- 1. What would you do?***
- 2. Would the situation change if the class was studying a Republican president's plans and the same was said about that party and its supporters?***
- 3. Does the situation seem possible?***

# Equity Audit Categories



## Climate

Discipline, Student  
& Staff  
Attendance,  
Survey  
Participation



## Program Participation

AP, Honors,  
Gifted, NHS,  
Clubs, Athletics



## Achievement

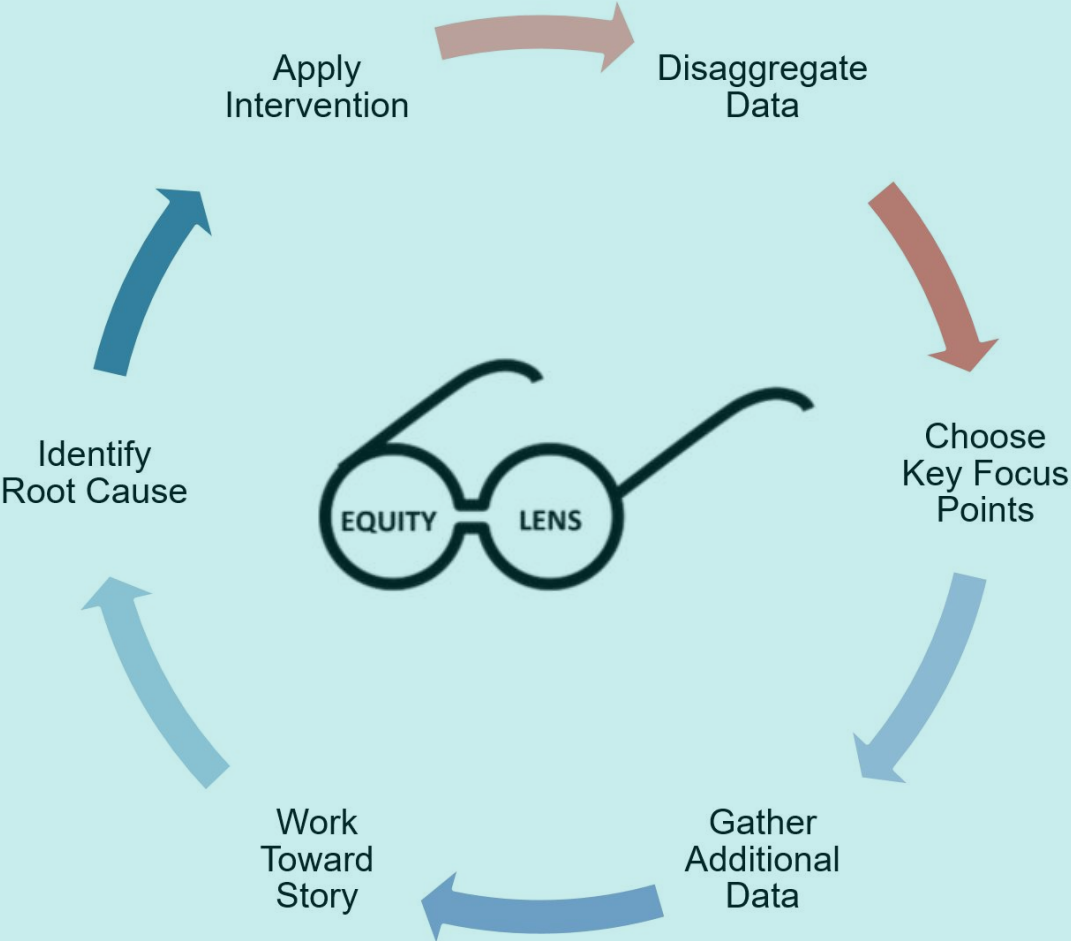
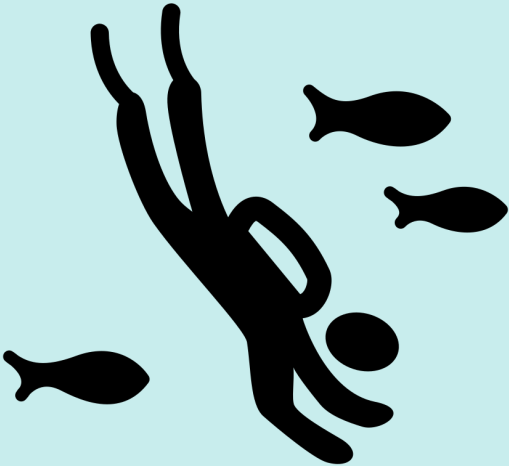
SBAC, SAT, AP,  
Grades, GPA,  
Reading Level,  
Graduation Rate



## Professional Capacity

Minority  
Representation, Years  
of Experience,  
Retention

# Deep Dive Equity Audit



Achievement 1	Achievement 2	Program Participation
<p>Ryan Betts Catherine Takovich Julie Best Jonathan Dunn Krista Carnes</p>	<p>Francis Janosco Katie Risk Jen Ladd Shirley Klein James Palen</p>	<p>Keith Keeler Paula Bleakley Katharina O'Connor Colleen Thompson Andrew Turriago Ellen Dunn Veronica Lima</p>
Achievement 3	Climate	Professional Capacity
<p>Maya Pujara Luke Forshaw Bianca Cooper Laura Pesce-Gray Dennis Maroney Sara Brown</p>	<p>Courtney Ryan Kelly Natasha Torre Whitney Lancaster Susie Flaherty Cathy Watson Scott McCarthy All MMS / DHS Students Karolyn Dahlstrom Aparna Sahgal Diane Urban</p>	<p>Marge Cion Julie Droller Keri Snowden Michelle Furrer Barry Palmer Christina Mauricio Matt Pavia</p>

# Focus Group Work

1. Review Google Sheet from last meeting
2. As a group address the following:
  - a. Last meeting we spent time reflecting on our personal “why”, if you were to succinctly articulate the “why” this group exists what would that look like in 1-2 paragraphs?
  - b. Revisit your recommendations from last meeting, make a connection to research supporting that recommendation? Provide a link on that document to all work cited. Are there a research-based counter argument to consider?

## Eight Techniques for Navigating Difficult Conversations: Part I

Approach the Conversation  
Directly and Truthfully

Demonstrate Care and  
Connection

Address the Problem as Soon as  
Possible

Always Keep Your Cool

Don't Single Anyone Out and Be  
Empathetic

Rehearse What You Have to Say

Adopt the "Glass is Half Full"  
Strategy

Have the Right Attitude

## Navigating Difficult Conversations Part II: Flipping the Script

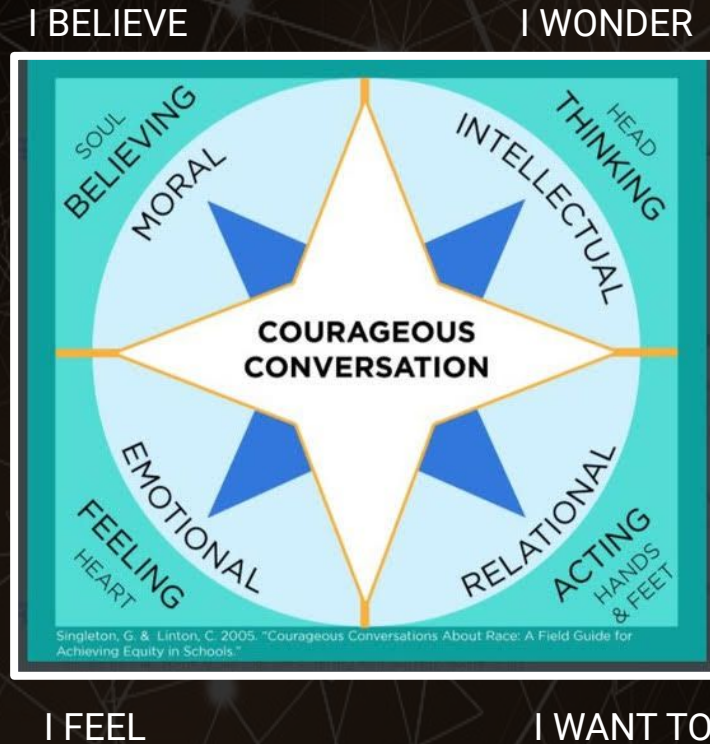
Have a story to tell.

Ask questions / restate what you are hearing. (tap into the eight techniques)

What could the future look like? What small change can individuals make?



# Navigating Difficult Conversations Part III: Courageous Conversations



A group of approximately ten people are captured in mid-air, jumping joyfully against a vibrant sunset sky. The sky transitions from a deep orange at the horizon to a lighter, hazy blue at the top, with scattered white clouds. The people are silhouetted against the bright background, with their arms raised in various celebratory gestures. In the foreground, the dark silhouettes of trees and buildings are visible, suggesting an urban or campus setting. The overall mood is one of triumph and happiness.

**Ending Well**