US² & Mahwah Township Public Schools Equity Audit Town Halls

October 18 & 19, 2022

On-Site: January 17-20, 2023

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What are we doing tonight and tomorrow night?

- October 18, 2022
  - Town Hall for the Community @ 6:30 pm
    - Introduction to US²
    - Overview of the Equity Audit Process
    - Soliciting Strengths & Opportunities for Focus Areas
- October 19, 2022
  - Town Hall for the Community @ 5:30 pm
    - Introduction to US²
    - Overview of the Equity Audit Process
    - Soliciting Strengths & Opportunities for Focus Areas
  - Board Meeting @ 6:30 pm
    - Gathering data/information; no planned presentation

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Our Team

The US² team is comprised of highly experienced individuals that share a passion for excellence, and an enthusiasm for justice, equity, diversity, and inclusion work.

Each member of our team brings specialized knowledge and expertise that spans across various educational backgrounds, industries, and cultures.



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Who is US²?

- US² is a consulting firm focused on issues of diversity, equity, inclusion, and social justice with over 1,400 years of collective experience among our team of nearly 50 individuals.
- Having worked in 6 countries and 29 states, we have worked with over 1.6M people and are excited to add Mahwah Township Public Schools to our growing list of clients.

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Core Principles of US²

1. Guilt and politeness are the glue that hold prejudice and stigma in place.
2. Intentions ≠ Impact.
3. We must intentionally include so as not to unintentionally exclude.
4. Seek to impact someone's heart, which will ultimately change their mind.
5. Every issue counts.
6. Growth occurs in discomfort.
7. Once we know better, we must do better!



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#JEDIJourney

Justice: Ensuring everyone is treated with respect

Equity: Providing access to resources

Diversity: Representation across multiple identities

Inclusion: Including voices/opinions from multiple perspectives



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What will the Equity Audit look at?

- Culture & Climate (Perception Data)
  - How do people feel within Mahwah Township Public Schools?
- Pedagogy/Critical Practices
  - How does Mahwah engage different stakeholders?
- Curriculum/Materials/Resources & Access
  - What are Mahwah students taught?
- Policies/Procedures/Representation
  - Who is included in decision-making?
  - Who is represented across different groups?

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What information will be collected before the visit?

- School Self-Assessments (including documentation): Due November 18, 2022
- District Self-Assessment (including documentation): Due November 18, 2022
- Focus Group Interest Forms: Due December 15, 2022/US² will provide list by December 19, 2022
  - https://bit.ly/Mahwah_EquityInterest
- Stakeholder Surveys: Due December 20, 2022
  - PreK-5 Students:
  - 6-12 Students:
  - Adults (Staff, Families/Parents/Guardians, Community Members):
- Schedules/Agendas for Visit: Due January 6, 2023

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What will happen while the US^2 team is on-site?

- We will be at each school for approximately 3-4 hours
- Focus Group Interviews (we only meet with people one time)
  - School Improvement Team/Administration
  - Instructional Staff
  - Non-Instructional Staff
  - Parents
  - Community Partners, if applicable
  - Students
- Classroom Observations
  - No need to schedule; Please provide overall schedule of classes/times

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Strengths of Mahwah Township Public Schools

What do you view as strengths within Mahwah in regard to DEI/JEDI work?

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Opportunities for Growth within Mahwah Township Public Schools

What do you view as opportunities for growth within Mahwah in regard to DEI/JEDI work?

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Additional Questions?

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