

# Organizational Structures

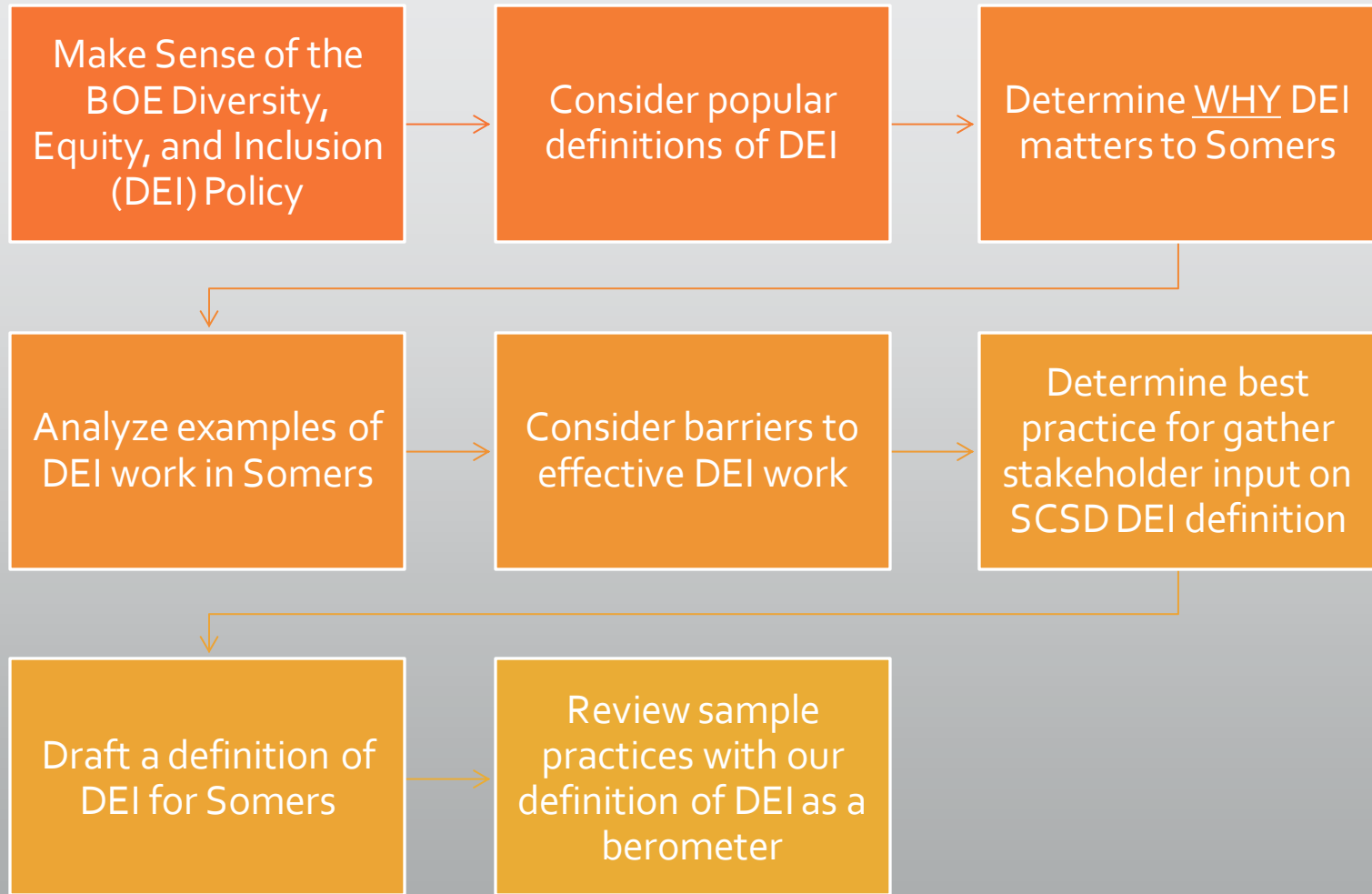
Session Two

2.2.23

## Subcommittee Three: Organizational Structures

The purpose of this committee is to offer feedback on organizational structures and processes to best reflect the value of educational equity. The committee will create systems to capture input from community members and to finalize the scsd definitions of diversity, equity, and inclusion. The committee will also review sample communication processes to ensure that they are in alignment with the agreed upon definitions.

# How we will spend our time



# 2022-2023 Collective Agreements



## How do we want to feel when we come together?

Heard  
Respected  
Energized  
Optimistic  
Validated  
Secure  
Safe  
Challenged  
Understood  
Helpful  
Engaged  
Curious  
Accepted  
Proud  
Productive  
Open-Minded




## What actions will we take to ensure we feel that way?

Make it about our kids  
Ask questions  
Be prepared  
Listen to hear not to respond  
Be self-aware and other aware  
Be guided by facts  
Know it's ok to disagree  
Practice empathy  
Listen to understand, not to respond  
Be supportive and affirming  
Keep confidentiality  
Be willing to change perspectives and understand other points of view  
Be accountable for our actions, words and behaviors  
Challenge ideas, not people  
Show kindness by being firm on issues and soft on people



## How will we react when someone makes us feel other than the way we want to?

Pause and take a breath  
Remember this is for and about the kids  
Know what your purpose is for speaking  
Model the tone and respect you want to feel  
Speak in "I feel..." statements  
Model the change not only with words but also actions  
Ask for clarity and support  
Ask clarifying questions  
Reflect back to the other person "I'm hearing you say..." and "I feel..."  
Pause, take a breath before reacting  
Gather more information and ask for the story behind the emotion  
Go back to a point of agreement  
Address it—that's not our norm  
Don't leave without sharing your thinking



# Circle Round One

We all have multiple cultural communities we are a part of. Reflect on what cultural community is most important to you. What messages did you receive growing up about members of your own cultural community and the people outside of your cultural community?

What do we see?  
What's the  
message?





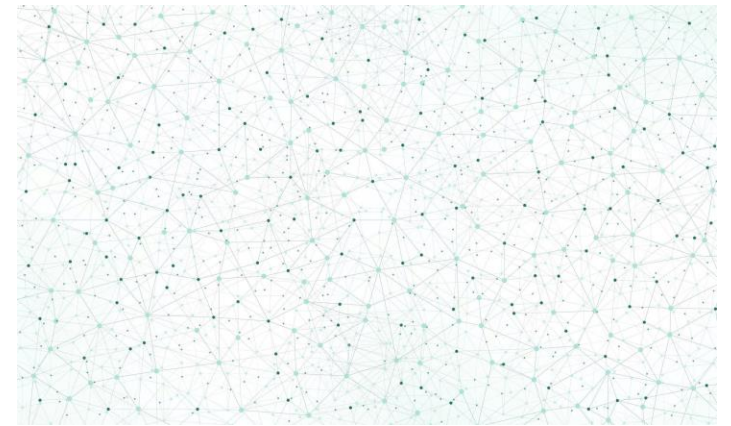
What do we see? What's the message?

What do we  
see? What's  
the message?





What do we want  
to see? What's  
the message?





## Breakout Rooms: What do others say?

Room 1: NYPD and NYSPD

Room 2: USDOE and NYSBOE

Room 3: Somers

Room 4: What you brought

Room 5: What you brought


***Remember:** What do we like? What do we wonder about? What doesn't work?*

In the Chat:  
What are you  
walking away  
thinking about?



Next time...

Look at the new draft

A hand is visible in the top right corner, holding a light blue folder. A thick red ribbon graphic runs diagonally across the image, starting from the top left and extending towards the bottom right. The background is split into a dark grey upper-left section and a light grey lower-right section.

Thank You &  
Exit Ticket