Somers Educational Equity Advisory Team

Staff Lead: Susan Gonzowitz
Board of Education Liaisons: Heidi Cambareri & Amanda Kandel
We are dedicated to the development and maintenance of a climate in all schools that is grounded in diversity, equity and inclusivity. The SCSD Educational Equity Advisory Team will provide input to the superintendent and related committees (e.g. building-based No Place for Hate Committees) for the healthy social, emotional, and intellectual development of **ALL** children, by promoting diversity, equity, and inclusion to support each child in realizing his or her potential.
SEEAT Purpose

The District has established a SCSD Educational Equity Advisory Team to be a resource and a springboard to aid the district in better fulfilling the values of the district. We are committed to a fully inclusive educational experience for all students grounded in respect for others and their variety of perspectives. We desire to embrace the multitude of aspects of our students’ identities, including but not limited to, physical/mental ability, religious beliefs, race, sexual orientation, gender, language, and socioeconomic status.
2022-2023 Mission, Vision, & purpose

MISSION

• The SCSD Educational Equity Advisory Team provides the opportunity for stakeholder voices to be included in the district’s pursuit of ensuring a positive educational experience and environment for all students.

VISION

• SEEAT will provide input for ensuring an equitable and inclusive learning environment through:
  • Amplifying the stories of the SCSD community that exemplify our successes and challenges with creating equitable learning environments.
  • Reviewing organizational structures to reflect our definition of educational equity.
  • Providing feedback on student learning experiences to ensure that we welcome and affirm all students.
  • Providing feedback on professional learning development designed to enhance the knowledge and skills of our faculty, staff, students and families to better meet the needs of our diverse learning community.

COMMITMENTS

• In the service of DEI we will build trust and transparency
• In the service of DEI we will increase partnership across the schools and wider community
• In the service of DEI we will model student-centered thinking
• In the service of DEI we will elevation the voices of our children
Subcommittee Four: Community Voices

The purpose of this committee is to amplify the stories of SCSD. Committee members will listen, across ideological lines, to the stories of SCSD members. The committee will determine the best ways to capture and put a spotlight on the stories of kids, teachers, families, community members, and staff that exemplify what our successes, challenges, and opportunities are with DEI.
How we will spend our time

• Sharing our own stories
• Planning ways to gather student voices
• Planning ways to amplify student voice
• Action planning based on the stories we do and do not hear
### 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
Round One

What drew you to participate in this group?
Round Two

What do you need to feel this is a supportive space to talk about issues of diversity, equity, and inclusion in our community?
Round Three

Based on your life experiences, what have you learned about diversity, equity, inclusion, and/or belonging that you want everyone in this group to understand?
What are you thinking as we close out our circle today?
Breakout: Collecting Student Stories

Review the writing contest handout
What do you like?
What questions do you have?
What concerns do you have?
Thank Yous & Exit Ticket