

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.

SCSD Pledge

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

Community Voices

Session One

12/15/22

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



Check In Circle Round

Your name and a story connected to your name



Round One

What drew you to participate in this group?

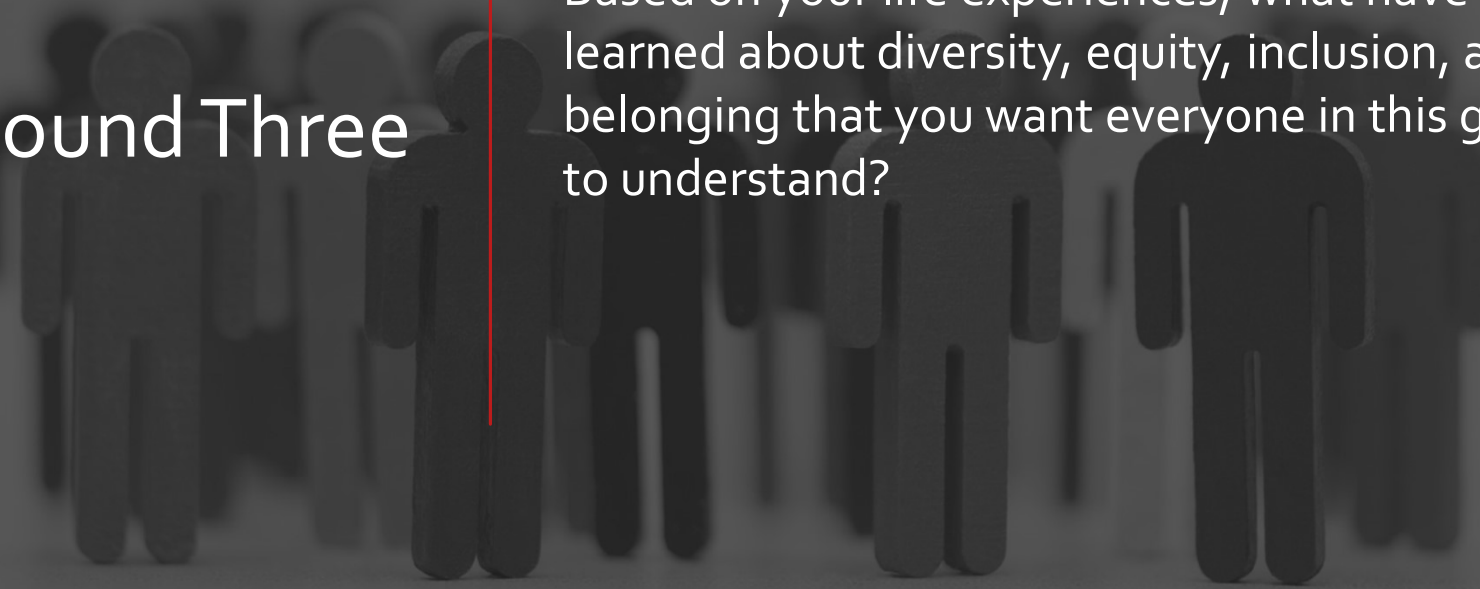


Round Two

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?



Checkout Circle
Round

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 You & Exit Ticket

