

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

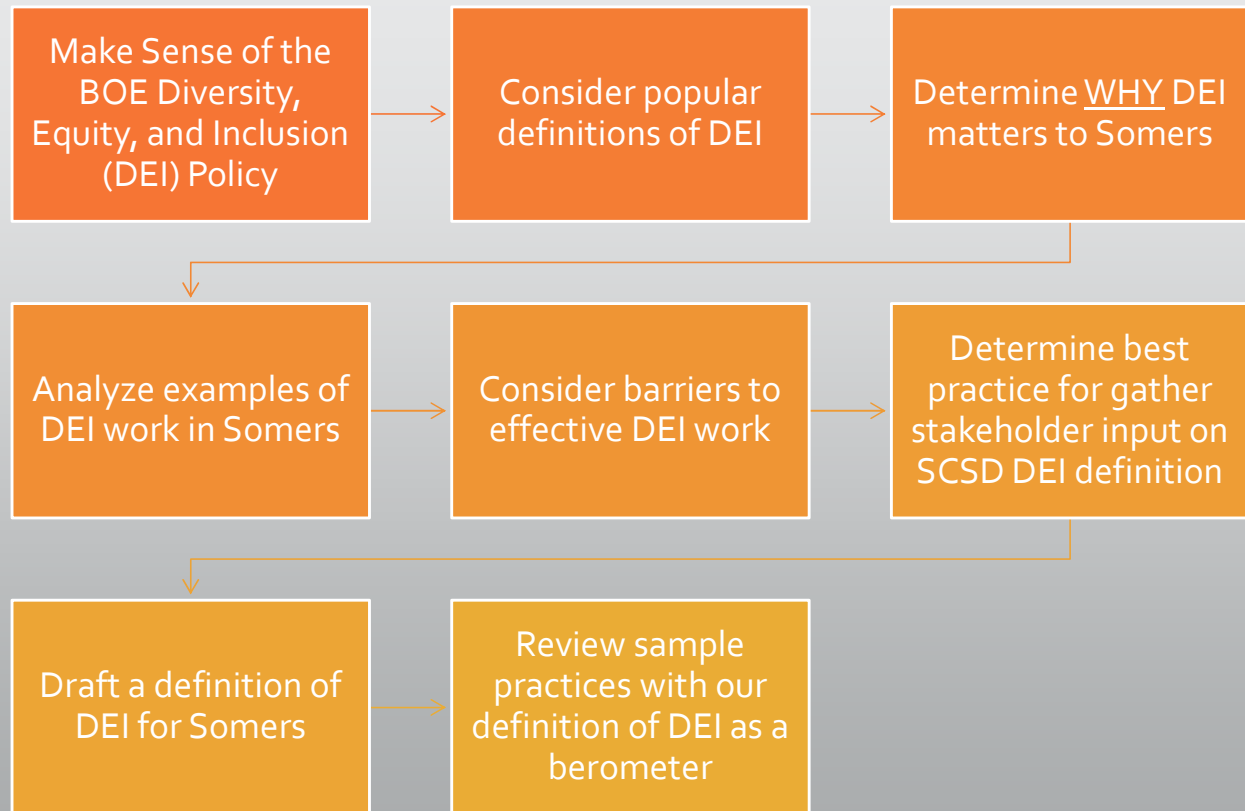
- In the service of DEI we will build trust and transparency
- In the service of DEI we will increase partnership across the schools and wider community
- In the service of DEI we will model student-centered thinking
- In the service of DEI we will elevation the voices of our children



Subcommittee 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



Organizational Structures

Session One

1/12/22

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

1. On one side of the paper write your fullest name
2. On the back write the three aspects of your identity that most define you
3. Share Out:

- WHY THESE THREE IDENTITIES?
- WHAT IS YOUR FULLEST NAME?
- WHAT IS THE HISTORY OF YOUR NAME?
- DO YOU KNOW WHY IT IS YOUR NAME?
- DO YOU HAVE ANY NICKNAMES?
- WHAT DO YOU PREFER TO BE CALLED?
- HOW SHOULD WE PRONOUNCE IT?


My Fullest Name

Breakout: What's Your Why?

Tell us why you are on SEEAT and why this committee in particular.

- Is there a story that highlights your why?
- Is there a great or not so great moment that inspired you?





SCSD Board Policy 0105

Adoption Date: June 8, 2021

What does it mean?

What do we need to know or be able to do to uphold this policy?



Breakout Rooms: What do we need to know or be able to do to uphold this policy?

Room 1: What does it mean for students?

Room 2: What does it mean for families?

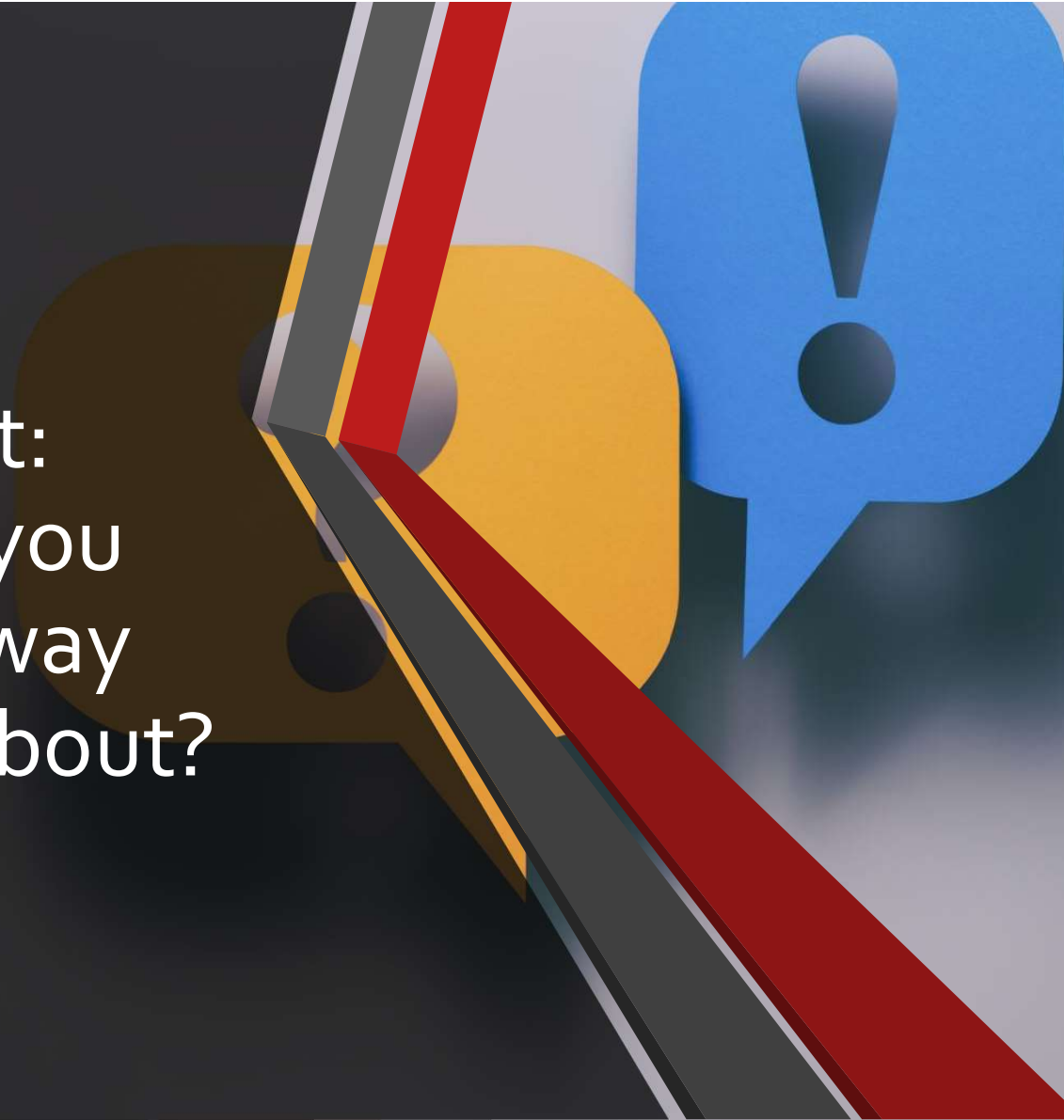
Room 3: What does it mean for teachers?

Room 4: What does it mean for administrators?

Room 5: What does it mean for the Board of Education?


***Remember:** we are not rewriting or evaluating the policy; we are just considering what it means for us.*

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



Next time...

Consider how NYS and other official bodies define DEI



Thank You &
Exit Ticket