

**BOARD OF EDUCATION
Diversity, Equity, and Inclusion (DEI) Update
September 20, 2022**

SEEAT & DEI History

History of SEEAT

2017-2018

- Superintendent's Educational Equity Advisory Team Created
- Project "L.I.F.E."

2018-2019

Goals created:

- Curriculum
- Celebrations to honor diversity
- Professional Learning

District wide read:
• *Schooltalk*

2019-2020

SEEAT & LIFE merge

3 Goals:

- Curriculum
- Organizational Structures
- Professional Learning

Tech Tools:

- Microsoft Translate
- Transmitters

2020-2021

SCSD Educational Equity Advisory Team

3 Goals Continue with focus on:

- Equity in Units
- Code of Conduct
- Strategies for Difficult Conversations

Tusker University Family Edition

2021-2022

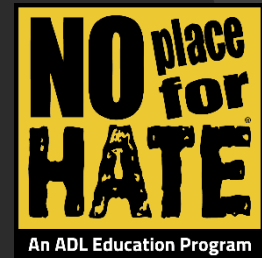
3 Goals:

- Curriculum
- Organizational Structures
- Professional Learning

Plans:

- Modify curriculum tool to continue to look at curriculum through equity lens
- Continue to revamp Code of Conduct
- Restorative Practices Training
- Expand TU: Family Edition

CULTURALLY
RESPONSIVE
SUSTAINING
EDUCATION



SCSD Educational Equity Advisory Team (SEEAT)



MISSION

- The SCSD Educational Equity Advisory Team (SEEAT) provides the opportunity for stakeholder voices to be included in the district's pursuit of ensuring a positive educational experience and environment for all.

VISION

- SEEAT will provide input for ensuring a diverse, equitable and inclusive learning environment through:
 - Learning experiences that welcome and affirm all students.
 - Organizational structures that reflect the value of educational equity.
 - Learning that enhances the knowledge and skills of our faculty, staff, students and families to better meet the needs of our learning community.

PURPOSE

- To that end we value:
 - Collaborating across the schools and the community
 - Guiding the review of learning experiences, organizational structures, and learning opportunities to support learning for all
 - Elevating the voices of our children

Susan Gonzowitz, DEI Leader



Entry Plan

Phase 1:

Listening & Learning

What does DEI mean to SCSD and what can I do to support stakeholders?

- One-on-one meetings with building and district leaders
- Office hours for staff
- Attend assemblies, town halls, and other school-wide events
- Attend AdCo Meetings
- Participate in department (SEL, SPED, etc.) and faculty meetings
- One-on-One meetings with parents and SEEAT members
- Attend different committee meetings
- Elicit student voice

Phase 2:

Planning & Collaborating

What does Somers already do that has set a strong foundation for DEI work?

- If we do this work well, what shifts will we see in the next year? In the next five years?
- If we do this work well, what will the students, families, and stakeholders be saying and feeling about our district?
- If we do this work well, will the way we define and measure success change?

Phase 3:

Sharing, Acting, & Evaluation

- Start small and focused
- Have lots of feedback loops (focus group, student surveys, interviews, etc.)
- Codify processes for measuring success
- Report out regularly

Get Involved



Join
SEEAT!



10/18/2022

1/17/2023

5/09/2023

4:00-5:00PM



Set up a
Conversation

Susan Gonzowitz

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