

Diversity, Equity & Inclusion Committee: Progress, Reflections & Next Steps

June 21, 2022



Sweet Home Board Goal #5...

*The Board of Education is committed to maintaining a diverse, equitable, and inclusive educational and work environment where all stakeholders have the opportunity to succeed and achieve. **As one component of this goal, the District will establish a Diversity, Equity, and Inclusion (DEI) Committee dedicated to developing a framework for evaluating and implementing the essential elements of a successful DEI plan** (including: governance; teaching and learning; family and community engagement; workforce diversity; diverse schools and learning opportunities; and student supports, discipline, and wellness). Through this committee, the Board and the District will strive to eliminate barriers to success and build a system where everyone has a place and sense of belonging. Every student, one community...ready for the future."*

DEI Committee Members...

Musab Abrar	Dave Awald	JoAnn Balazs	Dr. Anna Ball
Jennifer Bennett	Ty Critelli	Marissa Dauria	Mike Ginestre
Amanda Glenn	Sam Hill	Rob Imbs	Scott Johnson
Kristen Kelly	Riley Kiszka	Kailey McDonald	Emily Mielcarek
Antonio Perry	Dirk Rabenold	Justin Rogers	Afifa Roja
Jim Ryan	Deepa Saini	Hannah Schultz	Ona Strang
Jordan Theodore	Herman Wooten	Dr. Corrie Stone-Johnson	

DEI Committee Goals...

- Establish Mission & Vision
- Recommend DEI Policy to BOE
- Develop a Framework for evaluating & implementing the essential elements of a successful DEI Plan

Strategic Focus of Meetings...

- Develop Community
- Study Together & Build Capacity
- Accomplish a Task

Starting Safe Conversations...

Developing Ground Rules for Safe Conversations:

- Differentiate between Dialogue vs. Debate
- Dialogues are meant to be collaborative; produce awareness, empathy, and understanding

(See Prog. Intergroup Relations: Univ of Michigan; Indiana Univ)

Social Identity & Cycle of Socialization...

Our sense of self is reflected in societal mirrors...

GOALS:

- **awareness of social identity groups**
- **ability to define oneself in the context of social identity groups**

(Why are all the Black Kids Sitting Together in the Cafeteria?, B D Tatum, PhD)

Developing Social Identity: How Did I Get Here?

GOALS:

- Understand ways identities are learned through our lives
- Help us recognize how our society has “policed” or “normalized” our notions regarding certain identities - like gender, sexuality & race
- Recognize difference between messages we receive about genders, classes, & races depending on groups we belong to

Reviewing Our Own Social Identities...

- What is YOUR lens?
 - What are the identities you most associate with?
 - Refer to Cycle of Socialization: How have *Institutional and Cultural* messages influenced your perspectives?
 - How do you believe your perspectives are influenced by your identities?

Observations, Reflections...

The parts of our identities that capture our attention are those that others notice; that reflect on us... that set us apart... In the absence of dissonance... certain dimensions of our identities escape conscious attention...

(Tatum, 102)

If we were to develop the perfect community... one that fully supported DEI...

- What would it look/feel like?
- What would the student, staff, family experience be like?

WHAT is our Story...

WHY are we here?

Our SH story is reflected in the tangible & intangible (anecdotal, data, etc.); it defines who we are as a Community

So WHY are we here?

Fundamental Question: Do we truly believe we can improve outcomes and experiences for ALL members of our school community?

The Danger of a Single Story



What is the Danger of a “single story”?



Committee Reflections...

How do we see this “danger” of a single story in learning opportunities, classrooms, sports, extracurriculars, discipline, & our community?

- How might listening to only one side of a story impact our ability to empathize?
- Have you ever been frustrated because your voice was not listened to or validated? How were you impacted?
- Whose voices seem to matter most in a school community?

The Vocabulary of Race...

**Ted Talk: What it takes to be Racially Literate
2017 (12 minutes)**

[https://www.ted.com/talks/priya_vulchi_and_wino
na_guo_what_it_takes_to_be_racially_literate](https://www.ted.com/talks/priya_vulchi_and_wino_na_guo_what_it_takes_to_be_racially_literate)

The Vocabulary of Race...

Institutional Racism
Implicit Bias
Microaggression

Racial Identity
Racial Equity
Racial Justice

Racist
Anti Racist
Racialization

Intersectionality
Racial Reconciliation
Inclusion

White Privilege
White Fragility
White Supremacy

Creating Mission & Vision Statements...

- What is our **mission**?
 - describes WHAT & HOW- in present terms
- What is our **vision**?
 - focuses on WHY- in future terms

DEI Mission & Vision- Reveal!

Mission:

- *Cultivating a community where all members experience a sense of belonging*

Vision:

- *To foster an equitable environment that is culturally responsive, inclusive of all voices, and dedicated to lifelong learning*

NEW- Policy #3430: Diversity, Equity & Inclusion in the District

- Mirrors NYS Board of Regents Policy Statement, May 2021
- Provisions: Definitions, DEI Coordinator, “Pillars” & Training
- To be reviewed annually by Committee

“Pillars” of NYSED Framework...

- Governance
- Teaching & Learning
- Family & Community Engagement
- Workforce Diversity
- Diverse Schools & Learning Opportunities
- Student Supports, Discipline & Wellness

Next Steps... Framework...

- Establish Subcommittees to address “Pillars” of the DEI Framework
- Survey community for participation (Increase internal capacity and common understanding)
- Establish goals for each Subcommittee to align with Mission & Vision
- Development assessment tool to evaluate goals

Challenge 2 Change: Fall 2022...

1st Annual Sweet Home Student Leadership Summit!

- All buildings (age appropriate)
- Creating safe spaces to have dialogue about DEI & social justice
- Empowering and honoring the Student Voice

Questions?

