

Equity Team Notes
August 25, 2022
Lakewood High School Library
4:30-6:00 p.m.

Present: Sara Letellier, Sukhwinder Sidhu, Scott Peacock, Bryan Toutant, Jennifer Wiley, Nancy Esquivel, Amie Verellen-Grubbs, Ryan Brown

Check-in

Reviewed Ensuring Equity in Lakewood Schools: Theory of Action (handout)

1. Co-creating Purpose, Culture and Commitments
 - a. What is the vision or what we are all working toward
2. Co-constructing Systems, Structures and Practices
 - a. MTSS, Budget Advisories, etc.
 - b. The people coming together to think about the alignment of structures to the other two components
3. Deepening Relationships through Professional Community Learning
 - a. What are the practices that drive it forward

Discussion: Student observations from last Fall on belonging show up in this theory. Sharing with staff and community would help each person to see themselves in our work and how each person can help move it forward. What we are trying to build is an ecosystem- which is different than a system. How do we focus on feeding and supporting the whole ecosystem rather than supporting the system. Who needs the power to do the work? The focus is on being transformative not restorative. Learning community is not exclusive to teachers- it is all of us. This is bridge.

Purpose: To be shared with the community and staff to demonstrate how different components are working together (like an architecture).

Recommendations: Translate into community-friendly language that is broad enough that everyone can connect

Review of Initial Draft Bridging Priorities (handout) from Spring meeting

1. Co-creating Purpose, Culture and Commitments Ideas:
 - a. Reach out to groups and cultivate new members for this Team. We need to include students- they are key.
 - b. Participation in ELL Family Events
 - c. Student essay competition around a key equity concept
 - d. Everyone creates a growth goal (students, staff, etc)
 - e. Spontaneous workshops with kids
 - f. Determine a developmentally appropriate bridge to allow for belonging at all ages
 - g. How do we engage/honor one another's authentic selves
 - h. Care is extra-curricular
 - i. Attend the Dylan William speaker on Thursday to learn about cultivating curiosity
 - j. The importance of bridging with parents/guardians

Please Think About

- **The implementation of Students' Cabinet (handout)**- document highlights purpose, structure and process, looking for students who may never have had a voice before- any ideas, please share with Scott
- **How would you like to be involved?**
 - Student's Cabinet- would you like to attend meetings?
 - Would you like to attend Coalition meetings or Listening Sessions at LINC NW?
- **STRIDE Initiative Program (handout)**- opportunity through WIAA to engage in targeted universalism, district will be engaging in this throughout the year
- **Gender Diversity Train the Trainer (handout)**- district is partnering with Highline School District around how to build a support system for gender-diverse students and staff. This does not change policies, or even practices, but will enhance staff knowledge of supports and build capacity.
- **Community Forums**—looking to organize and communicate a series of community forums: Possibilities include “Bridging across Age,” “Bridging Across Ability,” “Bridging Across Race and Ethnicity,” and “Bridging Across Gender”.
- **Please share any reflections with Scott**- he'd love to hear

See handouts for more information about the above priorities.

Next Meeting- Scott will send out a Doodle Poll for our next meeting.