



EQUITY TEAM MEETING

Reunión del equipo de equidad

October 21, 2021

Lakewood High School | 4:30–6:00 p.m.

Welcome and Introductions

Bienvenida y presentaciones



Please introduce yourself to the group/**Preséntate al grupo:**

- Name/**Nombre**
- Preferred pronouns (i.e. he/she/they) and racial, cultural or ethnic identification/**Pronombres preferidos (i.e. él, ella, ellos) e identificación racial, cultural o étnica**
- Relationship to the school district/**Relación con el distrito escolar**

Diversity and Belonging

Diversidad y pertenencia

Sharing the Prompt and Reflective Process/Compartiendo el proceso rápido y reflexivo

- **What do you notice about this process?/¿**Qué notas sobre este proceso?
- **How might we have framed it differently?/¿**Cómo podríamos haberlo enmarcado de manera diferente?



Notes: What the Equity Team thought

- **How can the responses be shared with students (non-preferred, positive and non-responses)/Students should be engaged in the process**
- **What was the preparation with students? Preparation would lay the groundwork for richer, more thoughtful responses**
 - **Students might take more seriously**
 - **Might better understand belonging and why important**
 - **Might share more belonging and non-belonging experiences**



Notes: What the Equity Team thought

- **Spend time on belonging as a conversation/dialogue—opportunity to maximize participation**
 - Perhaps some students not comfortable writing
 - Very literacy heavy activity—was this as inclusive as it could have been?
- **Continue this thinking, priority through the year—students may see its importance as a priority, possible changes**
- **Age-appropriate presentation?**
- **Build different types of engagement with the prompt into the process**



Reviewing the Prompts/Revisión de las indicaciones



Note: This was a brief review in the last 15 minutes of the meeting.

Please review the prompt for the school that you have been assigned and reflect on the following questions/ Por favor, revise el mensaje de la escuela que le han asignado y reflexione sobre las siguientes preguntas:

- **What themes or important interests do you see?/¿Qué temas o intereses importantes ves?**
- **How might we build on this process by giving students more of a voice and engaging our community?/¿Cómo podemos aprovechar este proceso dando a los estudiantes más voz e involucrando a nuestra comunidad?**

Notes: Highlights of what we heard from the Belonging Prompt

Secondary Students:

- Appreciated staff knowing their names the first day/week
- Asking students to share preferred pronouns
- Connected in music/sports
- Being greeted in the halls/doorways
- Connect through academics/not just social
- Some new students felt welcomed and connected/made new friends
- Some new students felt isolated and disconnected
- Lunches are odd and not fostering connection
- Bullying or inappropriate comments in the hallways
- More ethnic diversity in school (high school)
- Teachers do not represent the ethnic or racial diversity of students
- Some students are not concerned about belonging
- Do not understand or care about the prompt



Notes: Highlights of what we heard from the Belonging Prompt

Elementary Students:

- Teachers knew their names
- Connected in recess/lunches
- Teachers welcomed them
- Some new students felt welcomed and connected by other kids/made new friends
- Some new students felt more disconnected
- Do not understand or care about the prompt

Comment: These prompts were shorter and more picture-based



Proposed Discussions at Next Meeting

Discusiones propuestas en la próxima reunión

- Discussion of Norms of Courageous Conversations/**Discusión de las normas de las conversaciones valientes (Glenn Singleton)**
- What do you think about renaming our group the “*Diversity and Belonging Team*?” **¿Qué opinas sobre cambiar el nombre de nuestro grupo como “*Equipo de Diversidad y Pertenencia*?”**
- Follow-up to Diversity and Belonging District Reflections/**Seguimiento de las reflexiones sobre la diversidad y la pertenencia al distrito**



Thank you!
¡Gracias!