



EQUITY TEAM MEETING

Reunión del equipo de equidad

October 21, 2021

Lakewood High School | 4:30–6:00 p.m.

Welcome and Introductions



Please introduce yourself to the group

- Name
- Preferred pronouns (i.e. he/she/they) and racial, cultural or ethnic identification
- Relationship to the school district

Capacities for Courageous Conversations

- 1. Skim through and reflect the “Capacities for Courageous Conversations” document**
- 2. In groups, discuss the capacities that you have been assigned**
- 3. Discuss and answer, collectively, the questions presented in the box at the top of the document**



Capacities for Courageous Conversations



Share the whole group your responses to the guiding questions:

- The group discussed themes of vulnerability to the legitimacy of others' experiences
- Power of situating very different stories side-by-side
- Power of "and" over "but"
- Building bridges by finding connection, if not agreement
- People don't want or need to be fixed, but renewal is powerful
- Cultivating and practicing listening empowers everyone
- Truth is found in the many stories, an accumulation of truths, as opposed to just one
- Discomfort is where learning occurs
- Discomfort can be mistaken for not being safe, but they are not the same
- We need to practice difficult conversations in order to have them/we need to give grace for not being perfect
- We owe it to others to listen
- Growth occurs when we don't resolve things, when we have time to reflect and consider ideas
- Sometimes the pressure to solve problems leads to narrow solutions that are not creative or empowering

Proposed Discussions at Next Meeting

Discusiones propuestas en la próxima reunión

- Discussion of john a. powell article “The Stories We Tell Will Create the Futures We Inhabit”
- What do you think about renaming our group the “*Diversity and Belonging Team*?”



Thank you!
¡Gracias!