



EQUITY TEAM MEETING

Reunión del equipo de equidad

December 2, 2021

Lakewood High School | 4:15–5:45 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—whatever you are comfortable with
- Relationship to the school district

Capacities for Courageous Conversations

- **Experience Discomfort**
- **Take Risks**
- **Stay Engaged**
- **Listen for Understanding**
- **Speak Your Truth**
- **Expect and Accept Non-Closure**
- **No Fixing**



Capacities for Courageous Conversations Check-in



What is one thought, idea or commitment that you have thought about since our last conversation?

Bridges vs. Breaking Article Discussion

Group 1: *What is this concept of the “we”? Why is the concept of “we” and who constitutes the “we” important to understand?*

We represents who is engaged; who has power; who is seen and heard. This is developed historically; relationship to concepts of what is acceptable to discuss in relation to whiteness, hetero-normativity, maleness; also shifts culturally in different countries; reflected in international history through First World, Second World and Third World countries as designated in relation to Western democracies; we is normative in countries and shifts by context.

Group 2: *What is breaking? What forms does it take?*

Division created by power—who has it, who does not; driven by differences; also driven by desire to only see sameness; unwillingness and ability to listen; hard breaking of focus on difference and exclusion or segregation; soft breaking based on focus on sameness—unwillingness to see difference.

Group 3: *What is bridging? What does it require of those who choose to bridge?*

Bridging is building connection; being vulnerable to others’ experiences; listening; being curious and compassionate; accepting multiple truths without necessarily agreeing; short bridging as finding easier entry points to relationships that begin to cross big differences; long bridging to build more complex connections across differences in experiences or perspectives that are profound; requires ability to hold tensions; not solve problems for people but empower them to solve their own problems.



For next time...

If we were to shift to commitments based on bridging and belonging, what would be the consequences? What would we see? What would change?



Proposed Discussions at Next Meeting

Discusiones propuestas en la próxima reunión

- Revisiting capacities for courageous conversations, bridging, breaking, othering, belonging, inclusion: Why are these concepts important?
- What might it look like to engage our community in a series of conversations about equity?
 - ❖ Students
 - ❖ Parents
 - ❖ Staff
- What do we imagine or hope might outcomes from such conversations?



Thank you!
¡Gracias!