

Notes from Lakewood Equity Team Mtg
1.6.22

Capacities for Courageous Conversations

- Experience discomfort
- Take risks
- Stay engaged
- Listen for understanding
- Speak your truth
- Accept and expect non-closure
- No fixing

Framing Questions:

How might begin applying some of this work?

What are some of the powerful elements of bridging conversations?

How do we build empathy?

Set conditions?

Question for Group Discussion:

What might be the outcomes with students, parents, and staff if we were to engage in bridging conversations?

- Understanding – people want to be heard and understood from a parent standpoint
- You have to be compassionate and empathetic in order to hear the parent perspective
- Willingness to listen openly
- Growth mindset
- Move forward together
- The future of future of Lakewood students won't go through some of the stuff I went through
- Large gap between students/staff → high school, lots of resources students don't know about or are aware of → if we don't have the lines of communication between staff, parents, and students – we can't make bridges if we can't communicate in the first place
- Some positions are not available to help with communication, we could develop some volunteer programs

Look for Scott's Powerpoint for the next meeting.

We will build on the conversations for next meeting.

Updates:

Each school is working on SIP, we are a little delayed to allow for build a district-wide belonging plan unique to each schools. There is a strong commitment to belonging and providing an opportunity to voice and choice; 2) building culturally responsive systems of support and relationships.

JW at the high school next week to work with staff in workshop on Diversity and Belonging.

Committee member comment: Students are feeling the need to connect to educators and educators have a need to connect with students.