



**Equity in Action Committee Meeting**  
**April 24, 2023**  
**WGHS, Library**  
**5:30 - 7:00 p.m.**

**NOTES**

- I. Welcome - Dr. Shane Williamson (Co-chair) provided the welcome.
- II. Introductions
  - A. Each attendee introduces themselves.
- III. Community Recognition - Dr. Williamson
  - A. January deadline - there was one submission, but the person was previously recognized. April deadline - zero submissions.
  - B. After a discussion, it was decided to continue with the program, but with the following modifications; (1) edit language so it is less “high stakes”, (2) change “significant” to “everyday equity”, (3) provide examples on the website, (4) start marketing this to students (it was never marketed to students), (5) change “honor” to “recognize”, and (6) increase marketing to WGSD staff and families.
- IV. Strategic Plan - Dr. Williamson & Mrs. Clark-Scott
  - A. Review and discuss objectives related to equity
    - 1. There are four goals for the strategic plan - (1) Excellent Teaching & Learning, (2) Pathways to Self-Discover, (3) Personal Health and Wellness, and (4) Organizational Sustainability and Growth. All of the goals are connected to the WGSD Guiding Principle - We promote a safe, inclusive, and equitable environment.
  - B. How can these objectives inform our work in 2023 - 2024?
    - 1. There are 5 strategies directly related to equity. In small groups, 4 of the strategies were discussed ideas, resources, wonderings, and next 3 years connection to EIA. Due to the specificity of the following strategy - Enhance partnerships to expand social and emotional resources for students and staff to access - was not discussed.

Strategy	Ideas	Wonderings	Resources	Next 3 years to guide EIA
<b>Expand access to free extracurricular opportunities for</b>	Offer during the school day	Non-profit alignment w/mission focused on similar	Junior statesmen (baseball and hockey)	“Equip-Project”

<p><b>K-12 students.</b></p>	<p>Annual campaign for fundraising</p> <p>“Free” for all or fee is a set amount for those who can afford it</p> <p>“Equip-Project” for more than athletics (ex. Musical instruments, robotics, piano lessons)</p>	<p>opportunity</p> <p>“Equip-Project” - district wide</p> <p>How do we provide service with dignity</p> <p>Work with local leagues/athletic orgs to provide “free” play for elementary children</p> <p>Outreach for annual “give your gear/item/instrument day” - district wide</p> <ul style="list-style-type: none"> <li>• Create website that provides inventory and way for families to order an item</li> </ul>	<p>CYC sports</p> <p>WG Soccer Club</p> <p>Parent led clubs</p>	
<p><b>Audit supplemental district/school educational expenses and seek creative funding solutions to expand access for students and families.</b></p>	<p>Funded field trips</p> <p>Camp Wyman funded for all</p> <p>Virtual field trips/experiences</p> <p>More walking field trips</p>	<p>Where are the gaps?</p> <p>What specific supplemental experiences?</p>	<p>Alumni</p> <p>WGSD Foundation</p> <p>Community partners/businesses</p> <p>Any grants?</p> <p>Car Wash or Lemonade Day Fundraising (ex. School has lemonade stands)</p>	<p>Single donor to commit to specific “field trip funding”</p> <p>Pam Frazier</p>
<p><b>Staff engage in professional learning in diversity, equity, and inclusion.</b></p>	<p>Purpose for data sharing</p> <p>Teachers need data collection</p> <p>Interests on topics</p>	<p>How can we make the staff feel safe, particularly in the area of DEI.</p>	<p>Data</p> <p>Hiring practices to meet data-based needs</p> <p>Self-care for teachers/staff</p>	<p>Increase transparency wo/with the community</p> <p>Parent and community engagement</p>
<p><b>Evaluate the consistency and effectiveness of current discipline practices and procedures.</b></p>	<p>Write-ups should not exclude students from activities/events</p> <p>Eliminate expulsions starting with PreK-3</p> <p>Restorative</p>	<p>Do we have a universal SEL curriculum</p> <p>Data on # of write-ups for Black vs white students and by teacher</p>	<p>Training (SEL, universals, and Culturally Resp. Teaching)</p> <p>Push out book study</p>	<p>How to form positive, supportive relationships with each family</p> <p>Coaching/support for classroom teachers on classroom</p>

	<p>practices</p> <p>Disc. policy with less room for interpretation (write-ups/referrals for specific behaviors_</p> <p>Define class managed vs office managed</p>	<p>Do we believe behavior is an opp. For teaching and not discipling?</p>		<p>management</p>
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V. Announcements

A. Freestyle Pool Pass

1. AID. WRHM, WGSD, and the City of Webster Groves are fundraising for the Freestyle Pool Pass. The goal is \$10,000 (\$8,500 towards the pool passes and remaining would go towards swim safety lessons). You can donate online <http://bit.ly/wgfreestyle> or write a check to WRHM (Freestyle Pool Pass in the memo line)

B. Other equity related announcements

1. WGSD Family BBQ will be held Saturday, September 9th from 12:00 - 2:00 p.m. at Ivory Crockett Park. PTO Equity Committees will be asked to host a table
2. Encouraged to learn about the current bills in the MO House and Senate regarding equity

VI. 2023 - 2024 - calendar invites will be sent out this summer for all of the meetings.