

2/26/21

Newsletter for Donna Petiford/ Mandy Mitchell Presidents Report Diversity and Inclusion Focus V Updates

Diversity and Inclusion

By Toi Allen

The SPS Equity and Diversity Department meet with SPS Community Equity and Diversity Advisory Council via zoom on 2/24/21. Jimi Sobe and Lawrence Anderson Equity and Diversity Coordinators lead the meeting and shared the following details regarding the continued progress towards Focus V strategies.

Mr. Sode began our meeting with a waterfall chat. 3 questions were proposed for the community advisory council members.

**Waterfall of Questions:**

1. In what ways might poverty/class have an impact on students experience.
2. How might race impact student experience?
3. Between Poverty and Race, which might have the greatest impact on students experience?

The Equity and Diversity Advisory members shared their answers in the zoom chat. The answers given were centered around access to learning, challenges of wifi, and barriers for technology for all.

**Challenge for all who read this report.**

Ask yourself the Waterfall Questions and share your answers with someone diverse to make an effort to develop a inclusive atmosphere. If you find yourself not able to give an answer; I'd encourage you to take this challenge. Have a meaningful conversation and ask someone that might be on the diverse, under-represented and under-resourced student journey to share their answers to the questions. Share a few moments to engage and get answers to gain knowledge from another vantage point. Let's have conversations to get answers and gain a better understanding of how to assist our kiddos.

**End of Year School Board Report**

December meeting

Goal Area 5

1. Professional Learning
2. Diverse workforce
3. Academic Success and Learning
4. Culturally relevant curriculum
5. Engagement and Advocacy

This year district wide training was completed for all staff members.

White Supremacy, Identity, systemic racism were the training topics. Only 2 training sessions left to complete this year.

**Equity Champions** positioned in site buildings and given the task of leading and deploying equity initiatives with the following focus:

- \* To promote cultural enrichment and commitment for inclusion.
- \* Enhance academic and personal supports of under-represented and under-resourced students.

Trainings for the champions are normally 8 hrs. due to covid only 2 hrs have been completed.

Training titles: identities, micro-aggression, Bias incidents,LGBTQ+ terminology

Champions have 3 goals to focus on; equity, climate and academic. The equity summary for the year was how to make sites more inclusive.

Working with H/R to include next steps to implementing the "Grow our Own Program for more diverse Kids in our system. PATH to diversity.

Analytics Dept./ Amy St. John and Yvania will be working to get a equity score card for next school year; put in place to help leaders see where to make improvements.

Ms. Gwen/ Equity and Diversity Specialist will be reading to the 3<sup>rd</sup> grade kiddos. and also Black History Summer Academy

Positions will also be accessed from a Equity and Diversity lense.

Social Workers, Asst. Principals,Attendance workers

School Curriculum to be improved from a diverse lense.

**Club Encore:**

Math/Reading to increase understanding and learning

Identified a barrier/transportation working to adjust those barriers.

**Empowerment Groups:**

Offered for 4<sup>th</sup> and 5<sup>th</sup> graders to show they are seen and valued

History and Celebrate,Life Skills Various conversations. these kids just want their teachers to know they work hard.

Go CAPS

Equity and Diversity

Discrimination Policy will be looked at in the upcoming year.Will need to look at disabilities/discipline disparities/due to behaviors

Last meeting : *Wednesday, April 21<sup>st</sup> 5pm – 6pm*

The Equity and Diversity team are pressing forward even with the pandemic adjustments. Focus V strategy intentions are well underway.



Stay tuned for the last update for this school year.



## MARCH 2021 DIVERSITY AND INCLUSION CALENDAR

### HONOR and CELEBRATION for ALL

3/1 All Month Developmental Disabilities



3/1 ALL MONTH IRISH AMERICAN HERITAGE



3/1 ALL MONTH WOMANS HISTORY: celebrate the achievements of woman

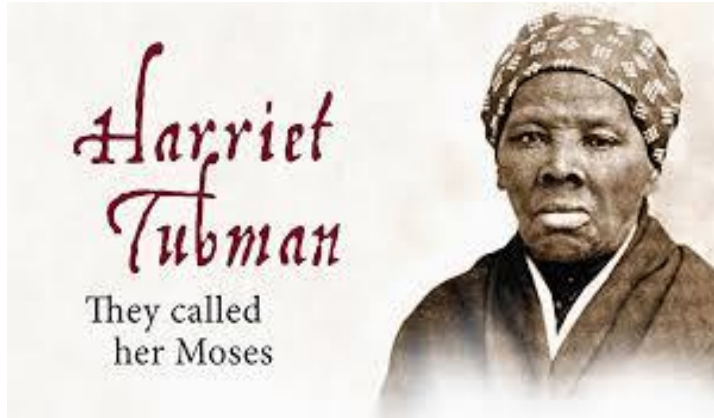


**3/1 – Hispanic American/Women: Geisha Williams – Birthday of first female Hispanic CEO of a Fortune 500 company**

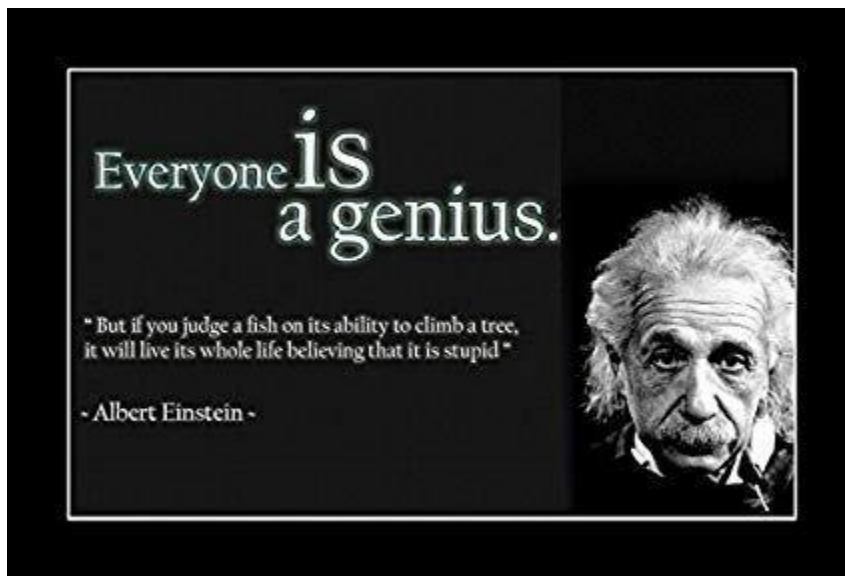
**3/9 – Hindu: Holi – honors the winter crop harvest, and advent of spring**



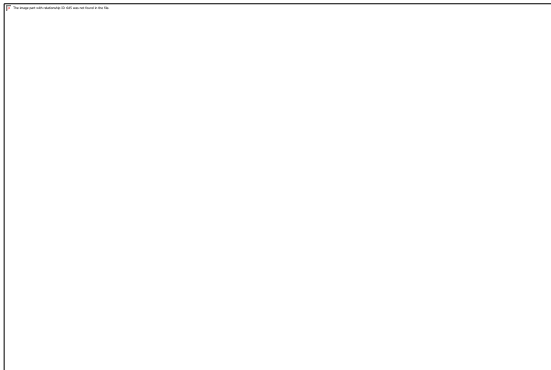
**3/10 – Black American Woman : Harriet Tubman – Birthday - of abolitionist leader on the Underground Railroad aided slave in their journey to freedom**



**3/14 – Jewish German American: Albert Einstein -Birthday of leading theoretical physicist of the 20th century**



3/17 – Irish: St Patrick’s Day – Birthday of celebrates the patron saint of Ireland, who brought Christianity to island



**3/21/ Internantional Day of the Elimination of Racial Discrimination**



3/27 Passover Jewish Holiday Celebrates Freedom from Slavery



3/28 Palm Sunday Christian Holiday Triumphant entry into Jerusalem



**3/31 – Mexican American: Cesar Chavez – Birthday of social activist for Mexicans and Mexican Americans, fighting for equality and economic justice**

