

Equity in ACPS

School Board Work Session
February 6, 2020



EVERY STUDENT SUCCEEDS

Essential Questions

How will we normalize conversations to improve the academic and social emotional well being of students and staff?

Session Objectives

Participants will...

- Continue conversations about race, and other areas of intersectionality for the most historically marginalized student groups
- Introduce an equity assessment tool
- Discuss the results of the 2019-2020 Equity Audit

Norms for Our Time Together

- **Stay Engaged** - Give yourself the luxury of attending to the session.
- **Be Respectful** - Silence your electronics. Share your perspectives. Provide space for others to share their perspectives.
- **Lean Into Discomfort** - Participate despite discomfort.
- **Speak Your Truth/Ouch And Educate** - Share your feelings with your group even when you feel discomfort.
- **Accept and Expect Non-closure** - Grappling with the content leads to deeper understanding.
- **Be Open** - Listen with the intent to learn. Seek to understand rather, than to be heard.



Let's transition...

Corners

Think Question: *When thinking about my equity journey at this point,...*

If equity was an ocean; I would be a dipper, a swimmer, a diver, or a surfer





Glossary of Terms

Result
Intersectionality
Equality
Racial Bias
Explicit Bias
Inequality
Implicit Competence
Educational Excellence
Cultural Excellence

Glossary of Terms

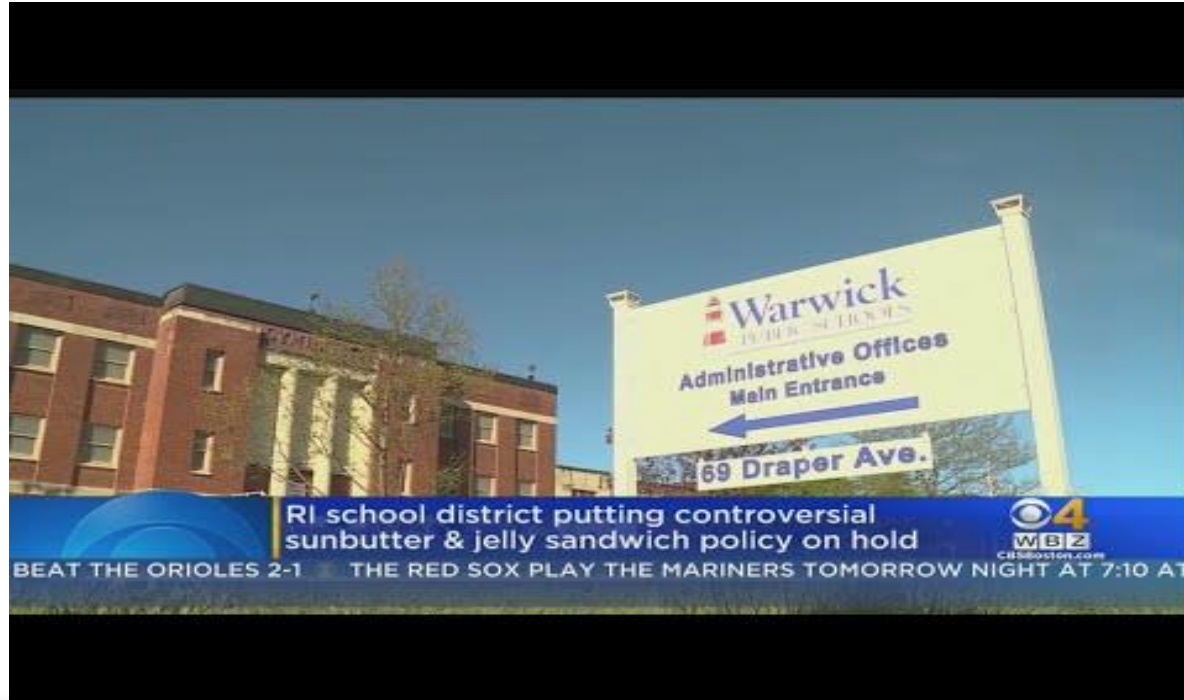
- Small group discussion of selected terms



Racial Equity Impact Assessment

- What is a racial equity assessment?
- Why do we need a racial equity assessment?
- When should we use a racial equity assessment?

Scenario



Using the Racial Equity Impact Assessment

School Board Policies

- Section A: Foundations and Basic Commitments
- Section B: School Board Governance and Operations
- Section C: General School Administration
- Section D: Fiscal Management
- Section E: Support Services

- Section F: Facilities Development
- Section G: Personnel
- Section I: Instructional Program
- Section J: Students
- Section K: School-Community Relations
- Section L: Education Agency Relations

Equity Audit Data



Closing Circle

Circle Guidelines:

- Introduce the talking piece
- Pass it respectfully
- Give full attention to the one holding it
- Speak from the heart; No need to rehearse
- Listen from the heart
- Say just enough



Thank you for your work this evening!

Cheryl Robinson, Cultural Competence Coordinator

Kennetra Wood, Director of Alternative Programs & Equity

Dr. Julie Crawford, Chief Student Services Officer