



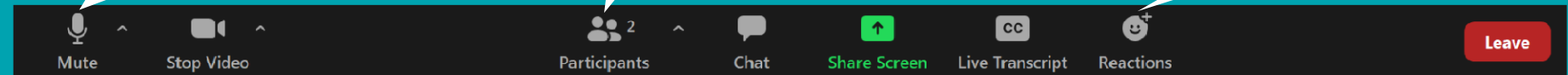
COMMUNITY LEARNING SESSION #4

From Reflection to Action

What does and can equity look like?

Welcome! We'll get started at 6:30 pm

GET TO KNOW THE ZOOM CONSOLE



Turn your mic off and on

See list of participants and rename to add your pronouns

Share a reaction

Turn your camera off and on

See and participate in chat

Turn closed captioning on or view the live transcript

Which game represents how you are doing today?
Type the number into the chat box

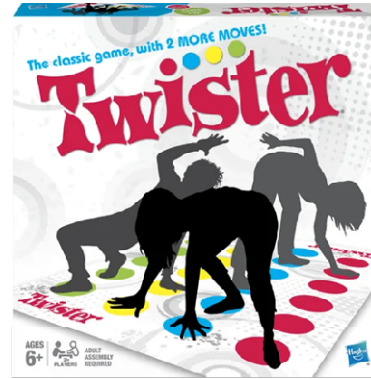
1



2



3



4



5



6



7



8

Share your game!





WELCOME!



Brian
Fong



Nga
Mai



Dr. Kimberly
Berman



Laura
Myers



Beth
Fogel

WELCOME!



The mission of the Mill Valley School District is to provide a balanced education, enabling all students to achieve academic success in an environment that fosters social-emotional development, equity, and creativity. We prepare our students to be responsible, contributing members of our community, to be wise stewards of our natural environment, and to thrive as global citizens in a rapidly changing world.

**FACING HISTORY AND
OURSELVES USES LESSONS
OF HISTORY TO CHALLENGE
TEACHERS AND THEIR
STUDENTS TO STAND UP
TO BIGOTRY AND HATE.**

www.facinghistory.org

FACING HISTORY'S PRESENCE IS / IS NOT

IS an opportunity to:

- Learn from one another and grow our collective understanding of inclusion & equity in schools
- Families and School staff to Learn strategies and skills for inclusion and equity

IS not:

- A one time “diversity training”
- Meant to blame anyone
- Change things immediately
- Going to solve everything

How can families nurture equity and inclusion?

- Establish a shared understanding of equity and inclusion
- Learn more about what equity and inclusion is and is not in practice

- If you have questions, please type them in the chat and I will address them if time permits!

SHARED UNDERSTANDING



Diversity
is representation
of, and respect for,
people from different
backgrounds and
identities.

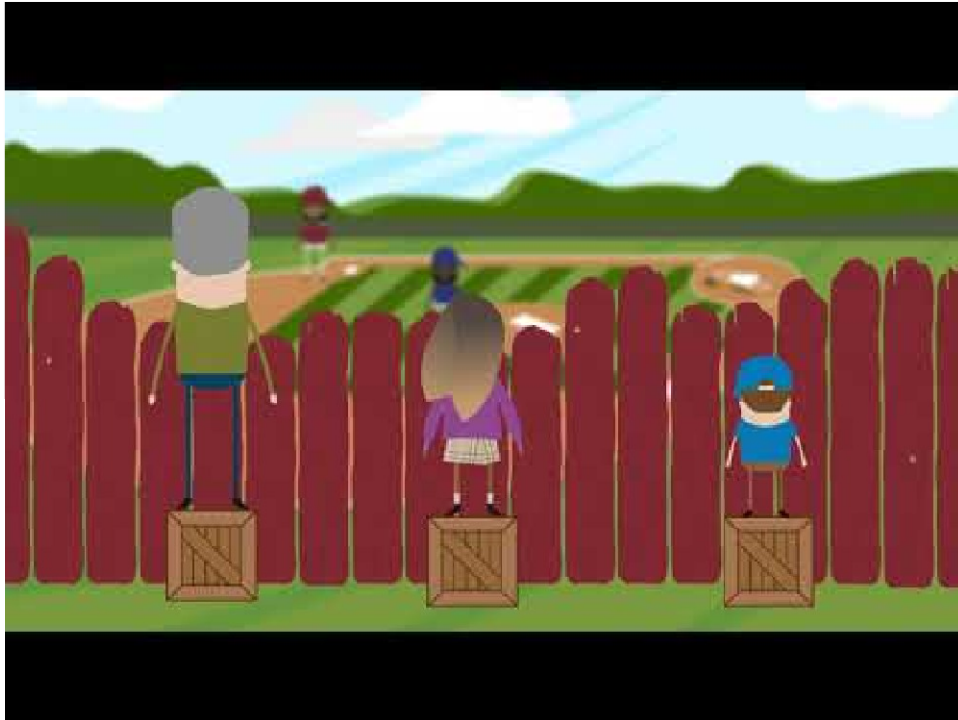


Inclusion
is actions, behaviors and
social norms that ensure
all people feel they are
safe, welcomed, and
that they belong.



Equity
provides fairness in
resources, opportunities
and outcomes so that all
communities get what
they need to be engaged
and successful.

Source: [National PTA: Center for Family Engagement](#)



Chat Box

What was new, familiar or thought-provoking to you from this equality, equity, and justice explainer?

In Session 1, we examined how identity and inclusion are the root of equitable school systems.



In Session 2, we examined history of how ideas about race shaped the modern American education system



EQUITABLE SCHOOLS

In Session 3, we learned how Implicit and Explicit Bias can stop this growth

I SEE YOU

YOUR NEEDS MATTER

I VALUE YOU
FOR WHO YOU
ARE

INCLUSION

YOUR VOICE IS HEARD

SHARED UNDERSTANDING



CASE STUDIES ON DIVERSITY AND SOCIAL JUSTICE EDUCATION

Paul C. Gorski and
Seema G. Pothini

Paul Gorski and Seema Pothini
[Equity Literacy Institute](https://www.equityliteracy.org)
<https://www.equityliteracy.org>



1. Pacing for Privilege Detour
2. Poverty of Culture
3. Deficit Ideology
4. Celebrating Diversity

Chat Box

Which one of these may be new, familiar or thought-provoking to you?

1 of 4**Pacing - for - Privilege Detour**

Equity efforts prioritizes the hesitancies, comfort, and interests of people who have the least interest in that progress.

Ex: Before a school makes any change in policy or practice to advance equity, everyone must be unanimously in support of these changes.

2 of 4**Poverty of Culture Detour**

Educational disparities are a result of students' cultures and their lack of _____ which is why these students cannot succeed academically and fit-in socially.

Ex: Those kids* shouldn't go on the field trip because they never learned how to behave on a school trip. They can't/won't be able to pay attention, not goof off, it's not going to be that interesting for them and their parents won't be able to do anything to get them ready.

(*race, ability, immigration status, wealth, language...)

3 of 4**Deficit Ideology Detour**

We need to fix the kids, not our ways/beliefs/practices. A deficit approach presumes the fix is only about the person/group without considering existing systemic practices.

Ex: The kids who score low on state standardized tests, they just need to learn about grit, resilience, and determination. If they really put their minds to it, then they can succeed.

4 of 4**Celebrating Diversity Detour**

Diversity is celebrated when it is convenient, non-disruptive, and perceived as a valuable resource without any meaningful impact or change

Ex: Diversity Day where all students would be encouraged or pushed to sit with classmates racially, ethnically, religiously, politically etc.. different from themselves - classmates with whom they normally wouldn't socialize once or twice a year.

1. Pacing for Privilege Detour
2. Poverty of Culture
3. Deficit Ideology
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Chat Box

Which one of these may be new, familiar or thought-provoking to you?

**What can we do to avoid
these equity detours?**

EQUITY PRINCIPLES

1. Direct Confrontation Principle
2. Redistribution Principle
3. Prioritization Principle
4. Equity Ideology Principle
5. #FixInjusticeNotKids Principle

Which one of these may be new, familiar or thought-provoking to you?

1 of 5

Direct Confrontation Principle

Directly confronting and naming inequity ie. “How is ___ (inequity) operating here?” (racism, sexism, ableism, classism etc.)

- What is one practice in your school that focuses on fixing students rather than fixing conditions that marginalize them?
- What policies reinforce inequitable access to opportunities and programs?

Ex: Student-Family-Educator Surveys, Focus Groups, Community meetings to gain clarity about these issues.

2 of 5

Redistribution Principle

Redistributing institutional access and opportunity to

- Material - learning tools, technology, healthy food, healthcare, translation, physical architecture (ie. playgrounds)
- Nonmaterial - relatable curriculum, equity-conscious educators

Ex: Reviewing and revising Behavior & Discipline Process, student handbooks, school policies, PTA activities, hiring practices, budgeting

3 of 5

Prioritization Principle

Prioritize students who are historically underserved

- How will a policy/practice impact the families of these students?
- How will this policy/practice improve conditions for these students?

Ex: Grading practices, course tracking (advanced academic programs, math sequencing) start/end times, before & after school programs, attendance policies

4 of 5

Equity Ideology Principle

Equity is both a way of seeing and behaving in a diverse society

- What learning opportunities about equity are provided for educators, families, students and the community?

Ex: District Learning Series for families, workshops for educators, PTA events

5 of 5

#FixInjusticeNotKids Principle

Effective equity efforts that improve educational outcomes and experiences for students focus on changing the marginalizing conditions that makes it more challenging for a historically underserved student to access a robust education and feel a sense of belonging in the community.

Ex: Ask “What are the beliefs, actions, attitudes of the adults in the school community?” The kids experience school, the adults shape school.

1. Direct Confrontation Principle
2. Redistribution Principle
3. Prioritization Principle
4. Equity Ideology Principle
5. #FixInjusticeNotKids Principle

Chat Box

Which one of these may be new, familiar or thought-provoking to you?

EQUITY PRINCIPLES INFORMS PRACTICE



<https://www.youtube.com/watch?v=r6hK4iNmI5U>

PTA DEI Committees 2021-22



DEI Goals for 2021-22 School Year

Strategic Plan & LCAP Goal 3, Action 3:

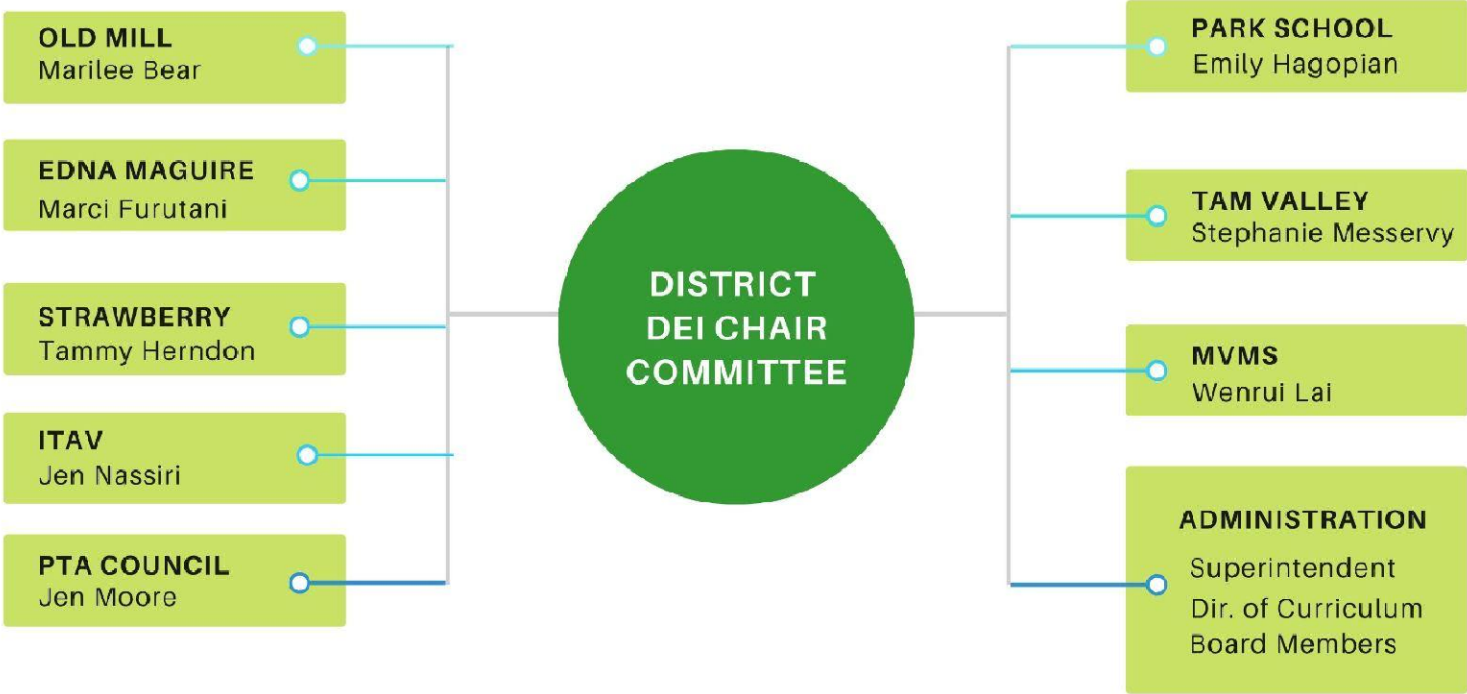
Provide multiple opportunities for parents and guardians to participate in committees, meetings and trainings around DEI.

Build a foundation by organizing, growing and educating

Organize At School Sites & District-Wide

- PTA DEI Committees Established - 7 Committees
- Creation of District DEI PTA Chair Committee
 - All PTA Committee Chairs and PTA Council rep
 - Two Board members and the Director of Curriculum
- Meet monthly to sharing ideas/resources and plan together

PTA DEI Committees



Increased DEI Participation & Activities

DEI Committees have been:

- Recruiting new members - 120 across district
- Promoting DEI training and events
- Meeting regularly to discuss DEI issues and topics from Community Sessions
- Planning DEI events & activities
 - Cultural show and tell educational events
 - Partnerships with local communities

DEI Training for Parents/Guardians

Four Facing History Community Sessions - Open to All

- September: Honoring & Exploring Identities
- November: History of Race, Racism & Educational Inequity
- February: Ways to Help Understand & Address Bias and Racism
- April: From Reflection to Action - What Does Equity Look Like

DEI Committees driving the participation:

- Sessions are promoted and attended by DEI Committee members
- Around 170 attendees at first three sessions
- Materials and topics can be used as a jumping off point

District-Wide Goals & Actions for 2022-23

Goal 1: Increase representation of a variety of cultures, increase understanding & interaction, and elevate voices through community events and support of DEI-related curriculum & activities.

- **Action 1:** Create district-wide planned cultural events calendar
- **Action 2:** Support school-wide and classroom DEI events and curriculum through funding, volunteer support and recognition

District-Wide Goals & Actions for 2022-23

Goal 2: Educate our school community. Increase exposure and awareness of equity and inclusion issues, including anti-racism. Work toward embedding a DEI framework into all planning and decision-making and model using a DEI lens to evaluate

- **Action 1:** Provide DEI training to PTA Executive Boards
- **Action 2:** Increase participation in DEI Committees and attendance at DEI education and community events
- **Action 3:** Seek out opportunities to embed exposure and awareness of DEI issues throughout school activities

District-Wide Goals & Actions for 2022-23

Goal 3: Increase the number and diversity of voices in DEI Committees and PTA in general to ensure we are moving in the right direction and tackling the highest priority issues.

- **Action 1:** Create district-wide opportunities to discuss DEI issues and have events to reach out to a wider audience
- **Action 2:** Find opportunities to gather feedback from existing sources throughout the district to prioritize needs and gather ideas, e.g. counselors, leaders of underrepresented groups

District-Wide Goals & Actions for 2022-23

Goal 4: Tackle areas of inequity and lack of inclusion - formulate list of areas based on actions in Goals 1-3, and involve stakeholders from each area to formulate and implement actions.

- **Action 1:** Support efforts by staff to increase DEI-related and DEI-centered curriculum, content and activities, including financial support through the PTA budget, and educating parents on DEI-centered curriculum initiatives.
- **Action 2:** Ensure PTA activities are viewed with a DEI lens to maximize inclusivity, e.g. reducing financial requirements, reaching out to working parents and other underrepresented groups
- **Action 3:** Increase ease of registration and access to district communications

Get Involved

- **Join DEI PTA Committee**
 - **Join ParentSquare DEI group for your site.**
 - **Become a Chair or Co-chair!**
- **Attend your site's Planning Night with Facing History:**
 - **Wednesday, May 4 at 7-8pm: Edna, Old Mill & Tam Valley**
 - **Thursday, May 5 at 7-8pm: Park, Strawberry, MVMS & ITAV**

CLOSING



Today's presentation and materials will be emailed via ParentSquare this week

Thank you for welcoming Facing History to learn with each of you!