

Our Equity Vision
School Name
Fall 2021

We are committed to equity at [School Name].

Our work to address the multiple facets of equity will be ongoing and long term.

Our initial focus is centered on four (4) areas:

1. Encouraging conversations and activities around real life event and social justice events and students' expression of their own feelings and perspectives about these events.
2. Facilitation of discussions and activities that support students seeing themselves in the curriculum, their identity development and emerging confidence as students, cultural beings and positive members of the school and community.
3. Increasing our own awareness about diversity, inclusion and social justice.
4. Creating a culture of affirmation of diversity where we can work, learn and support each other amidst a diversity of experiences and perspectives.

Our beginning work to address the focus has included:

1. An Equity Team has been created as an offshoot of the SEL committee. This is an initial group of staff who are posing questions and thinking about their own equity work. Some of our discussions and intended actions revolve around exploring the use of terms, such a people of color, exploring the purpose of culturally relevant teaching and learning planning culturally relevant read-alouds as examples. Next steps will be to create professional learning spaces for all staff (likely beginning in the summer).
2. Leadership Conversations on how to create a learning environment where staff, family members and students embrace our equity focus.
3. Raising equity issues at Faculty Meetings.
4. Use of Culturally Relevant Text.

Strategies to explore:

1. Questioning and discussions during morning meetings and in class
2. Sentence starters
 - a. My experience is..... thus, my perspective is
3. Use of culturally relevant texts
4. Socratic seminar across the school
5. An equity audit