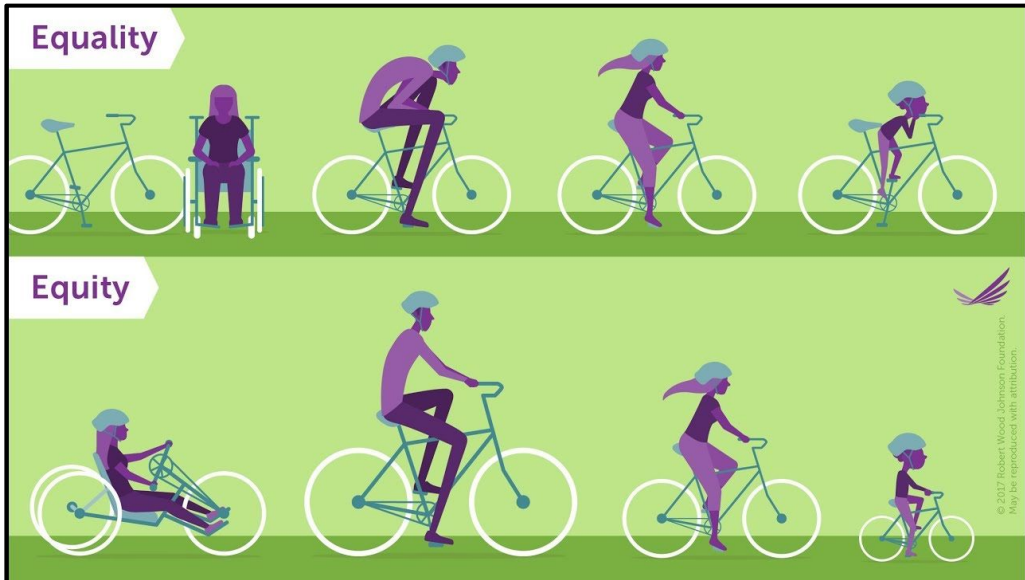

Equity Team Update

— OPS/TIS PTA Meeting —
February 18, 2021

Definitions

Understanding the terms related to equity work allows for a common language and leads to better collaboration and understanding.

What is equity?



Belonging (warm hug)
EQUITY = Opportunity
Access

Many identities:

- Race
- Sex
- Gender identity
- Sexual orientation
- Ethnicity
- Language
- Socioeconomic status
- Age
- Religion
- Ability

Intersectionality

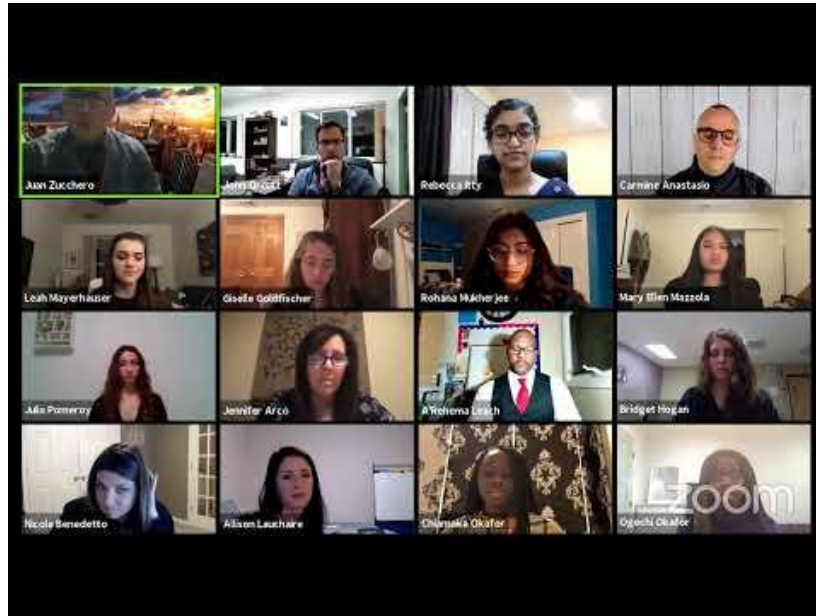
What are bias, prejudice, and bigotry?



What are stereotypes? What are implicit and explicit bias?



What are microaggressions?



Equity in Education

What is the purpose of equity in schools?



Mental health impacts of stereotyping, microaggressions, and bias.

What is Culturally Responsive Education?

New York State Education Department Definition

Culturally responsive-sustaining (CR-S) education is grounded in a cultural view of learning and human development in which multiple expressions of diversity (e.g., race, social class, gender, language, sexual orientation, nationality, religion, ability) are recognized and regarded as assets for teaching and learning.

District Equity Team Subcommittees

1. Learning Experiences
2. My Brother's Keeper
3. Diversity in Hiring
4. Code of Conduct
5. Culturally Responsive & Sustaining Practices: Humanities
6. Culturally Responsive & Sustaining Practices: STEM

Equity Initiatives at Titusville

- TIS Equity Team website and email address
- Student Equity Club (5th grade)
- PTA presentation and possible workshops
- Black History Month Google Classroom
- Professional development during faculty meetings
- Data review - student progress, attendance, participation in accelerated courses at AHS, discipline, access and opportunity, food equity
- Sensory spaces, sensory path, labyrinth for outside
- Collaboration with AHS Student Equity Team - learning experiences for TIS students
- Revision of referral form - remove subjective language

Equity Initiatives at Overlook

- Audit of classroom libraries, including independent and teaching materials to ensure equitable representation
- Ways to incorporate community members into the classroom via technology
- Opportunities for tech training for caregivers to remove barriers to education
- Development of a “multi-lingual tech how-to” archive for Google Classroom and other platforms
- Presenting diversity in celebrations through authentic texts and resource hubs for teachers in meaningful ways

AHS Students - Inspirational Leaders!

- **AHS Equity Team Student Panel:** recording is on YouTube and excerpts were shared this evening https://youtu.be/hLKKL_3ScT0
- **PSAs:** [AHS Student-Created Equity PSAs](#)
- **AHS Spring Equity Conference**



AHS Spring Equity Conference
Wednesday, March 10th
6:30 - 8:30 PM

AHS Students, Parents, Faculty, and Staff Welcome! Register by Friday, February 26

This Year's Theme is Change, Belonging, and Action

The conference will offer participation in 6 distinct workshops →

Your Words Have Power: Hate Speech and Micro-aggressions	Uncovering & Addressing Implicit Bias: Race, Culture, and Stereotypes	LGBTQIA+: Conversations on Identity & Allyship	Call 911! It's Gender Policing: Gender and Toxic Masculinity	Crossroads: Unpacking Religious Discrimination and Bias & Promoting Interfaith Cooperation	Water Wars: The Global Inequality Crisis of the World's Most Precious Resource
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The interactive workshops will be LIVE and virtual via Zoom. [Register Today!](#)

**Are you interested in continuing this conversation?
Do you want to explore topics together?**



**Please reach out to Jenn Rodrigues or Allison Lauchaire
to express your interest.**

Thank you!