

Equity Council Planning Agenda

Date: April 27, 2021

Time: 5:30-6:30 PM

Place: SMS Library

Attendees: Frank Henderson - Chair, Dedra Raines, Danira Fernandez-Flores, Rebecca Kramer



A. Welcome and Introductions (20 Minutes)-

- Welcome - Frank Henderson, Chair
- Cultural Introduction: Pair up with someone you do not know, or know very little, and introduce yourself to that person. Each person will write down 5 things about themselves that if any of those were taken away, would change who you are as a person. Each person is asked to take away 3 things off of their partners list. Spend 2-3 minutes each.

Then discuss:

- i. Name the emotion that you felt when your partner removed items from your list?
- ii. Name the emotion that you felt when you were removing items from your partners list?

B. Norms:(4 agreements) (5 minutes) - Dedra Raines

- What do they mean?
 - Why is this norm important?
- **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue” (p.59)
 - Listen to understand not respond
 - **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
 - **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
 - **Expect and accept non-closure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue (pp.58-65).


- C. Create a Purpose - [Click Down](#) (20 minutes) - Danira Fernandez-Flores
- o What do you think the purpose of this council should be?

- D. Update regarding equity work at the district level (Dr. Nicole Price)
-Rebecca Kramer



- E. Pework Discussion (5 minutes): Frank Henderson

- o Take the Implicit Association Test on Race
<https://implicit.harvard.edu/implicit/takeatest.html>

Race IAT  **Race ('Black - White' IAT).** This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

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- o Instructions:
 - Click on the link
 - Read the preliminary information and click the link "I wish to proceed"
 - Scroll down to the blue tab labeled "Race IAT" and click on it
 - Read the welcome message and click the button labeled "Continue"
 - Read and follow the instructions on the screen before each section
- o Implicit Bias [Video](#)
- o Homework from last month:
 - 2-3 Ideas answering the question: What do you think the purpose of this council should be?
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Students to ...

- Reach potential and be happy
- Love
- honest/kind
- Optimal education
- Understanding different points of view (multiple perspectives)
- Valuing each other
- Create an educated team to facilitate change within student body and parent group
- Adult community support connection to BIPOC (Black Indigenous People of Color) students and allies (USD 345)
- Create opportunities for collaboration with others who are different
- To provide students what they individually need to have successful and happy and healthy futures.
- Amplify the voices who are not heard

Next Meeting:

May 18

