

**Report:
DEI
Task Force
Summer 2022**



DEI Task Force Team



Elementary Campus

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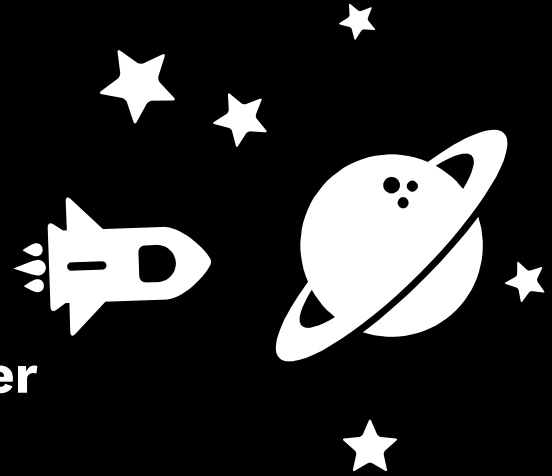
Chuck Meadows

Lindy Settevendemie -

Coord

Process

- **3 planning meetings - 3+ hours**
- **DEI Group Agreements**
- **3 Zoom meetings, 6 hours all together**
- **Whole group definition work**
- **3 Sub-groups' work & homework**
- **Full faculty presentation at July Retreat**



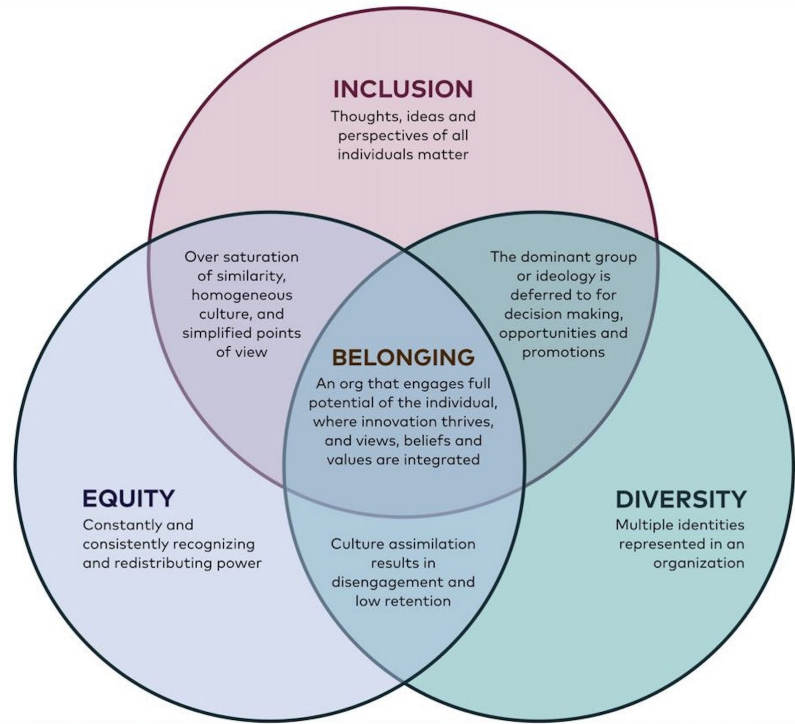
Definitions & Scope:

- Define “diversity”, “equity”, “inclusion” and other key terms to clarify what they mean in our school context keeping in mind **(#1)**...
- Expanding the school’s diversity, equity and inclusion scope to include work across a range of differences - learning abilities, gender (including non-binary), cultural, etc. - and not just race and class **(#3)**.

A.

Accomplishments

- **Draft definitions** for D, E, & I
- It's really messy and difficult work.
- Solidifying these definitions is a necessary prerequisite to affecting continuing other recommendations.



Adult Learning:

- Provide space for consistent, coordinated DEI learning experiences for all employees (#11) while...
- Developing a comprehensive framework of tools, resources, policies and community agreements [edit: adult-focused first] that collectively work to create an environment where conflicts can be effectively mediated, and cultural insensitivities can be appropriately addressed (#9).

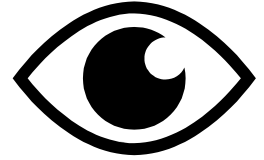
B.

What we did...



- Reviewed & discussed what DEI work happens currently with adults and the kids at each campus.
- Brainstormed ideas for adult learning - content and process
- Discussed how to effectively implement DEI adult learning... from staff to board to caregivers.
- Built recommendations that will effectively allow adult learning to roll out.

Recommendations:



- ❖ Develop a group of ANCS staff/faculty/caregivers/students to serve as an **advisory board** to the DEI co-directors
- ❖ Take **feedback from staff** survey to develop **ongoing adult learning** in DEI space.
- ❖ PTCA and DEAT are merging. Get **caregiver and board feedback** for **adult learning for the community.**

Student-centered Syllabus for K-8:

- Develop a diversity, equity and inclusion syllabus for each grade level, outlining lessons and teaching strategies that follow the K-8 progression (#5), keeping in mind...
- The school's student-centered approach to diversity, equity and inclusion initiatives (#4).

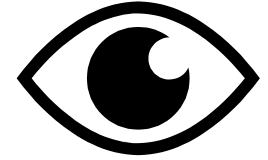
C.



What we did:

- Researched existing DEI resources
- Adopted and revised the Learning for Justice Standards
- Drafted a scope and sequence of the standards and grade level progression

Recommendations:



ADVISORY COUNCIL

Establish an advisory council of interested stakeholders to support finalizing the curriculum

PROGRAMMING

Create a programming calendar to include school events for cultural celebrations and events targeting DEI principles

PILOT PROGRAM

Launch a pilot program in the Spring 23 for teachers to implement draft DEI lessons and offer feedback

ONGOING COLLABORATION

Programming calendar should include ongoing opportunities for volunteerism

PARENT INPUT

Establish a regular platform for parents to give feedback to the Coordinators and Council.

- Aug - Nov 2022
- Establish an advisory council
 - Complete draft of scope & sequence
 - Gather more resources



- Jan 2023
- Feedback solicited from school community



- Aug 2023
- Rollout full DEI resources and scope & sequence in preplanning
 - Integrate lessons into curriculum maps



- Dec - Jan 2023
- Scope & sequence rollout to staff for feedback
 - Sample lessons developed
 - Request additional materials from ANCS Community



- Feb - April 2023
- Create VOE for DEI lessons
 - Workshop lessons with students
 - Workshop Curriculum Maps



Student Curriculum Development Timeline

Reflections



Glows

- Lots of passion at ANCS - people care throughout the school about DEI work
- Relationships across difference nourished (Ayoka & Lindy)
- We got started and we have a some drafts to share.

Grows

- Meetings in person
- 4+ meetings
- Smaller coalition of most committed colleagues to get productive work done
- Involvement of many voices for feedback and/or reviewers
- Clarified roles and expectations