



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

helping students learn to use their minds well

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## **DIVERSITY & EQUITY STRATEGIC INITIATIVE UPDATE**

*PREPARED BY MATT UNDERWOOD, EXECUTIVE DIRECTOR | December 2017*

# Context

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- Diversity goal in strategic plan: — *Build on current diversity to improve and realize benefits of student diversity that reflect racial and economic diversity of surrounding neighborhoods*
- Rationale for this goal:
  - Academic, social, civic, and other positive outcomes for *all* students
  - Opportunity as a charter school to help solve the historic challenges of school integration
  - Want to more closely reflect demographics of neighborhoods we serve
  - In line with CES common principle: “...*honor diversity, build on strength of [school’s] communities, deliberately and explicitly challenging all forms of inequity*”

# *Context*

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Goal in 2016-2021 charter agreement:

- “Economically disadvantaged” students get an additional weight in lottery of between 1.5 and 4.0
- The goal is for 40% of each incoming cohort (excluding students admitted through statutory preferences, such as siblings) to qualify for free or reduced price lunch
- We have committed to using the weighted lottery **at least** until the school wide percentage of students qualifying for FRL is 30%

## ***Focus for 2016-17 school year***

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- Build capacity for teachers to help lead equity work
- Establish representative diversity & equity team
- Continue relationship building in neighborhoods underrepresented in ANCS enrollment

# ***Building capacity for equity work***

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- Since June 2017, 12 ANCS faculty members have participated in [iGroup training](#) to support coaching for equity
- Planning for further iGroup trainings in summer
- Held 4 campus-specific or full faculty diversity and equity sessions focused on issues of race and class at ANCS
- Matt Underwood, Mark Sanders attending convening of [Diverse Charter Schools Coalition](#) member schools in Denver in January
- Promoting community screening and discussion of film [I'm Not Racist...Am I?](#) (ANCS teachers and staff viewed and discussed film at summer retreat)

## ***Establish diversity/equity team***

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- Nov 2 held informational meeting for any parents/caregivers and faculty/staff to learn more about new “diversity and equity action team” forming to help provide leadership on issues of diversity and equity at ANCS
- 43 people expressed interest in learning more
- First meeting of those who signed up to join core team is scheduled for Wednesday, Dec 13 - initial facilitation to be provided by McKenzie Wren

# ***Relationship building in community***

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- Faculty outreach team met at ANCS with resident engagement coordinator at Martin Street Plaza
- ANCS hosting “family game night” at Martin Street on Thurs, Dec 14 with dinner and games for all ages
- Matt Underwood recently met with Rainbow Housing resident coordinator at Trestletree Village to establish relationship
- Working on finalizing an ANCS meet and greet with Trestletree families in January

## *2018 enrollment/weighted lottery process*

- **Feb 2018:** Parents of siblings & students of employees/board *and* parents of all other new students complete online enrollment app (optional question about “economically disadvantaged” status)
- **March 2018:** Jarod Apperson analyzes enrollment data and makes recommendation to board for weight in lottery; lottery held and offers of enrollment distributed