



**ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL**

helping students learn to use their minds well

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## **DIVERSITY & EQUITY ACTION TEAM OVERVIEW**

*September 2018*

# 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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- Working towards goal on three levels:
  - **Board:** Policies (attendance zone, weighted lottery, etc.); schoolwide goals
  - **Faculty/staff:** Looking at our own biases; classroom practices; student outcomes
  - **Diversity & equity action team (representative group):** Creating a welcoming and inclusive school environment

## ***Diversity & Equity Action Team - Purpose***

- Ensure that ANCS is welcoming to families from all walks of life and that all students thrive and succeed academically, socially and emotionally within a context of equity.
- Create a sustainably diverse, welcoming, and inclusive environment at ANCS.
- Help the school meet diversity and equity goals in the ANCS strategic plan and charter

# ***Diversity & Equity Action Team - Structure***

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- Made up of a core group of stakeholders with the necessary skills, expertise, time and commitment to engage staff, faculty, students, board and community through direct work and through overseeing additional teams in creating a more welcoming and equitable environment at ANCS
- Vested with decision-making ability and is also responsive to input and suggestions from other teams/groups
- Oversees smaller task forces to explore key questions and work on yearlong action priorities
- May bring in outside support as needed with budgetary approval

## ***Diversity & Equity Action Team - Timeline***

- ANCS leadership team/board rep collaborated on establishing draft purpose and structure in Sept 2017
- Interest meetings for school community held in Oct/Nov 2017
- Team meetings in Dec 2017 and Jan, March, May 2018
- “Re-entry” meetings of core team in Aug and Sept 2018
- Will put out call for adding new members--especially for task force groups--in Oct 2018

# ***Priorities for 2018-19***

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- Further equity and inclusion training & capacity-building for team members
- Develop equity and inclusion messaging to increase awareness about ANCS equity goals
- Conduct equity analysis of parent engagement at ANCS
- Develop a plan for broader school community engagement in diversity and equity work at ANCS
- Community outreach to build relationships in parts of ANCS attendance zone currently underrepresented in enrollment at the school

## *Diversity & Equity Action Team - Co-Chairs*

- **Tilifayea Griffin** - Interim Equity Support Coordinator -  
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- **Lisa Flick Wilson** - Middle campus parent -  
flick.lisa@gmail.com
- *Finalizing Elementary campus parent co-chair*