



# Summary of Equity & Inclusion Team Meeting

Equity and Inclusion Team Meeting Held 11.14.20

The Academy of Alameda  
Public Schools

# Key Topics Covered

## 1. Review of the Equity & Inclusion Design Team's Charter

*WHY DO WE EXIST AS A TEAM? WHAT ARE WE UP TO?* To move the organization closer to its stated vision by ensuring that equity is considered in every aspect of the organization--leadership, staffing, outreach/recruitment, programming/curricula, discipline, budgeting, outcome measurement, etc.

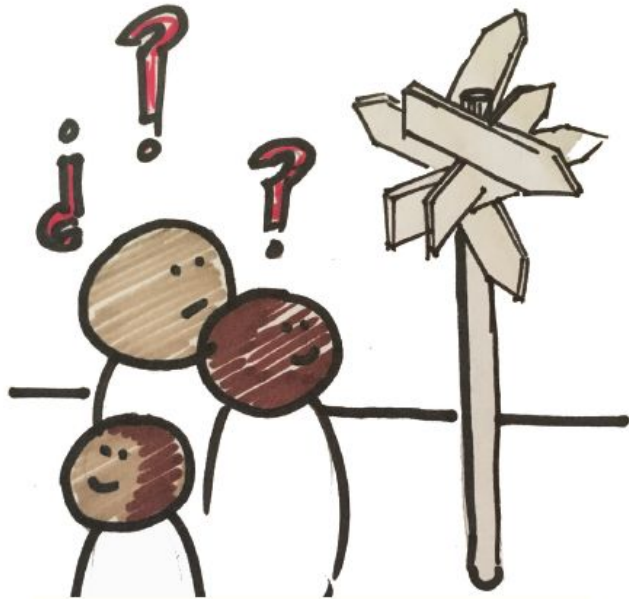
## 2. Review of the JamBoard (Equity challenges, concerns, questions)

## 3. Understanding and Navigating Complexity

## 4. Design Team broke up into three groups - Students, Staff, and System to identify an area for a "Safe to Fail (Succeed) Experiment"

## 5. Next Steps

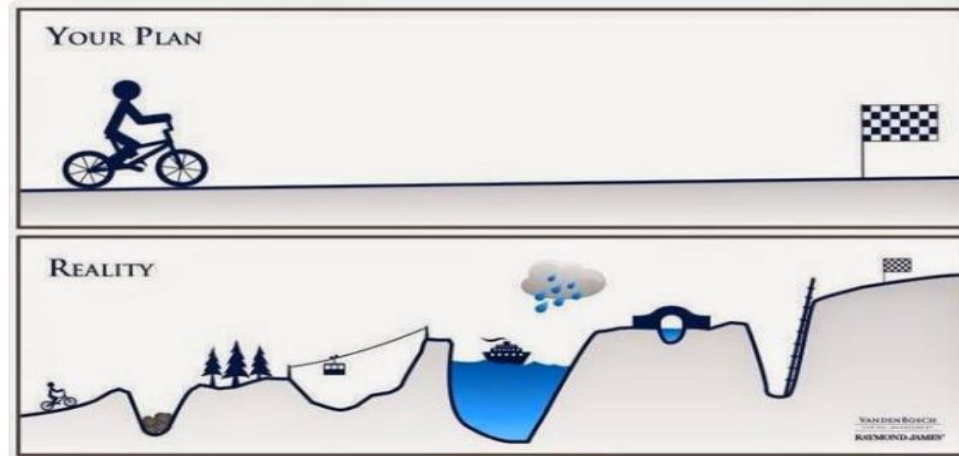




## Embrace Complexity

When the going gets messy, stay open to possibility. Powerful design emerges from the mess, not from avoiding it.

# COMPLEXITY LENS



It's more visible now





# What's Your Move?

Knowing the **situation** you are dealing with and applying the appropriate response

# Understanding Complexity: Problem Types

## ***Complicated Problems***

Reliable solutions to this problem are known (by experts) but are not immediately obvious to us prior to an action being taken.

## ***Complex Problems***

There is no known solution or “fix” for the problem; insights about what to do can only be seen or known during or after actions have been tried.



# Understanding Complexity: Problem Types

## ***Complicated Problems***

Can be solved with expertise

Can be analyzed



- Car breakdown
- Medical challenge
- Master schedule

## ***Complex Problems***

Tricky to tackle, no obvious answer

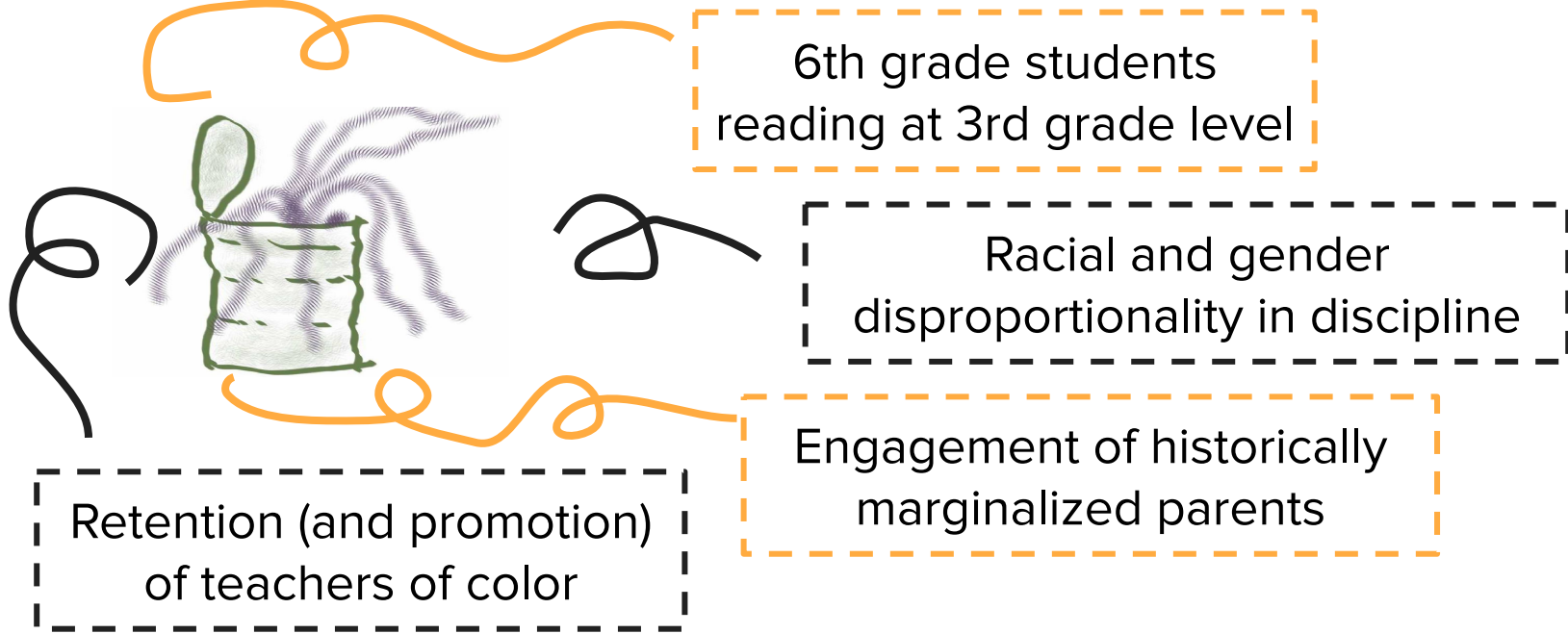
Can of worms



- Health care provision
- Raising a child
- Disproportionate discipline



# Complex Equity Challenges



**Equity challenges are generally complex even though they may have some aspects that are complicated.**

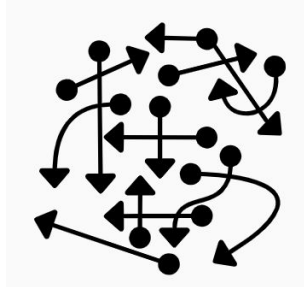


# MAKING COMPLEXITY VISIBLE IN PANDEMIC TIMES

## Chaotic

*Immediate action is required*

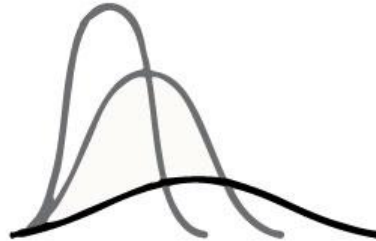
*Closing schools and ordering  
shelter in place*



## Complex

*Tricky to tackle, Requires trial and  
error*

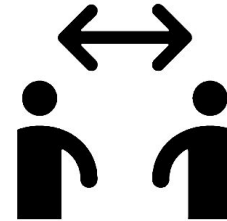
*Flattening the curve of Covid-19*



## Complicated

*Can be solved with expertise*

*Establishing policies and practices  
for physical (social) distancing*





# From Identifying a Challenge to Design

## Equity Challenge

the inequitable pattern of outcomes,  
experiences you're trying to change or  
inter

## Design Challenge

what you imagine you'll be working  
on, the potential focus of your design  
effo

