



# Pioneer Valley Performing Arts Charter Public School

## Board of Trustees Retreat

Published on September 8, 2023 at 7:24 AM EDT

Amended on October 5, 2023 at 7:20 AM EDT

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### Date and Time

Sunday September 10, 2023 at 10:00 AM EDT

### Location

Betty Shabazz Cultural Center  
2 Dunlap Place  
Mt Holyoke College  
South Hadley, MA

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### Agenda

	Purpose	Presenter	Time
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<b>I.</b>	<b>Opening Items</b>		<b>10:00 AM</b>
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<b>A.</b>	Record Attendance		1 m
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<b>B.</b>	Call the Meeting to Order		
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<b>C.</b>	Ice Breaker Activity	Discuss	David Potter	15 m
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<b>II.</b>	<b>Committees Review and Updates</b>		
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1.	Review Committee memberships & responsibilities		
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-	Governance, Finance, Head of School, Infrastructure,		
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	Purpose	Presenter	Time
- Friends of PVPA			
2.	Committee updates, goals, issues		
3.	Succession Planning		
<b>III.</b>	<b>Using Board on Track</b>		
1.	Posting meetings & Minutes		
2.	Clerk's Role		
3.	Head of School Evaluation		
<b>IV.</b>	<b>Training on Diversity, Equity, Anti-Racism &amp; Inclusion</b>		<b>10:16 AM</b>
Led by Angelica Castro, M.A., PCC, CMC & Molly Keehn, Ed.D.			
- Interactive discussion			
- Group learning and sharing			
- Addressing the Strategic Action Plan			
<b>A.</b>	Slides of Presentation		5 m
<b>V.</b>	<b>Closing Items</b>		<b>10:21 AM</b>
<b>A.</b>	Adjourn Meeting	Vote	

# Coversheet

## Slides of Presentation

<b>Section:</b>	IV. Training on Diversity, Equity, Anti-Racism & Inclusion
<b>Item:</b>	A. Slides of Presentation
<b>Purpose:</b>	
<b>Submitted by:</b>	
<b>Related Material:</b>	PVPA retreat slides.pdf PVPA Hopes and Concerns.pdf

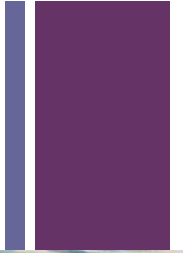


# PVPA Board Team Retreat

**Angelica Castro, M.A., PCC**  
**Molly Keehn, Ed.D.**  
**September 10, 2023**



# Tune In







# Land Acknowledgment

We would like to begin by acknowledging that those of us in Western Massachusetts are occupying the ancestral land of the Nonotuck people.

We also acknowledge the neighboring Indigenous nations: the Nipmuc and the Wampanoag to the East, the Mohegan and Pequot to the South, the Mohican to the West and the Abenaki to the North. We encourage every member of our community to learn about the original inhabitants of the land where they reside. The impact of settler colonization contributed to the displacement, removal and attempted genocide of Indigenous peoples.

This land acknowledgement seeks to verbalize a commitment to engage in shared responsibility as part of our collective humanity. We urge everyone to participate in action steps identified by Indigenous community based organizations.



# Introductions

**Angelica Castro (She, They), M.A., PCC, MCC**

(R)Evolutionary LOVE Coach

Chief Transformation Officer and  
Co-Founder of Castro Collaborative  
Diversity, Equity, Inclusion Consultant  
CoJourn Program Facilitator

[www.revolutionarylovecoach.com](http://www.revolutionarylovecoach.com)

[angelica@revolutionarylovecoach.com](mailto:angelica@revolutionarylovecoach.com)



**Mother, Sister, Social Justice Educator, Bridge of Love & Light,  
Connector, Yoga and Meditation Practitioner, Healer, Mermaid**



# Introductions



**Molly Keehn, Ed.D.**

Visiting Lecturer in the Intergroup

Dialogue Program

Mount Holyoke College

Diversity, Equity, Inclusion Consultant

Co-Founder of CoJourn

[www.cojourn.org](http://www.cojourn.org)

[mollykeehn@gmail.com](mailto:mollykeehn@gmail.com)

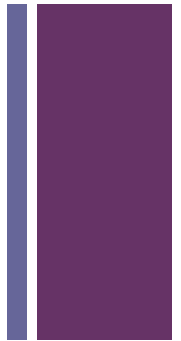


**Social Justice Educator, Entrepreneur, Pug enthusiast,  
Accordionist, Biker, Swimmer, Runner, Bingo Caller,  
Eternal Optimist**





# Welcome and Introductions

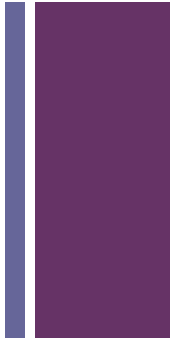


- Name, pronouns  
(ex. she/her, he/him,  
they/them, etc.)
- Role and length of time on  
PVPA Board
- Something that has  
brought you joy lately?





# Retreat Goals



- Continue to build trust, community and connections as a Board
- Practice key skills for Diversity, Equity, Anti-Racism and Inclusion
- Increase awareness of ourselves and other board members through sharing important identities
- Deepen understanding of shared language and terminology through dialogue
- Brainstorm priority next steps for continued learning and action which will impact systemic change.

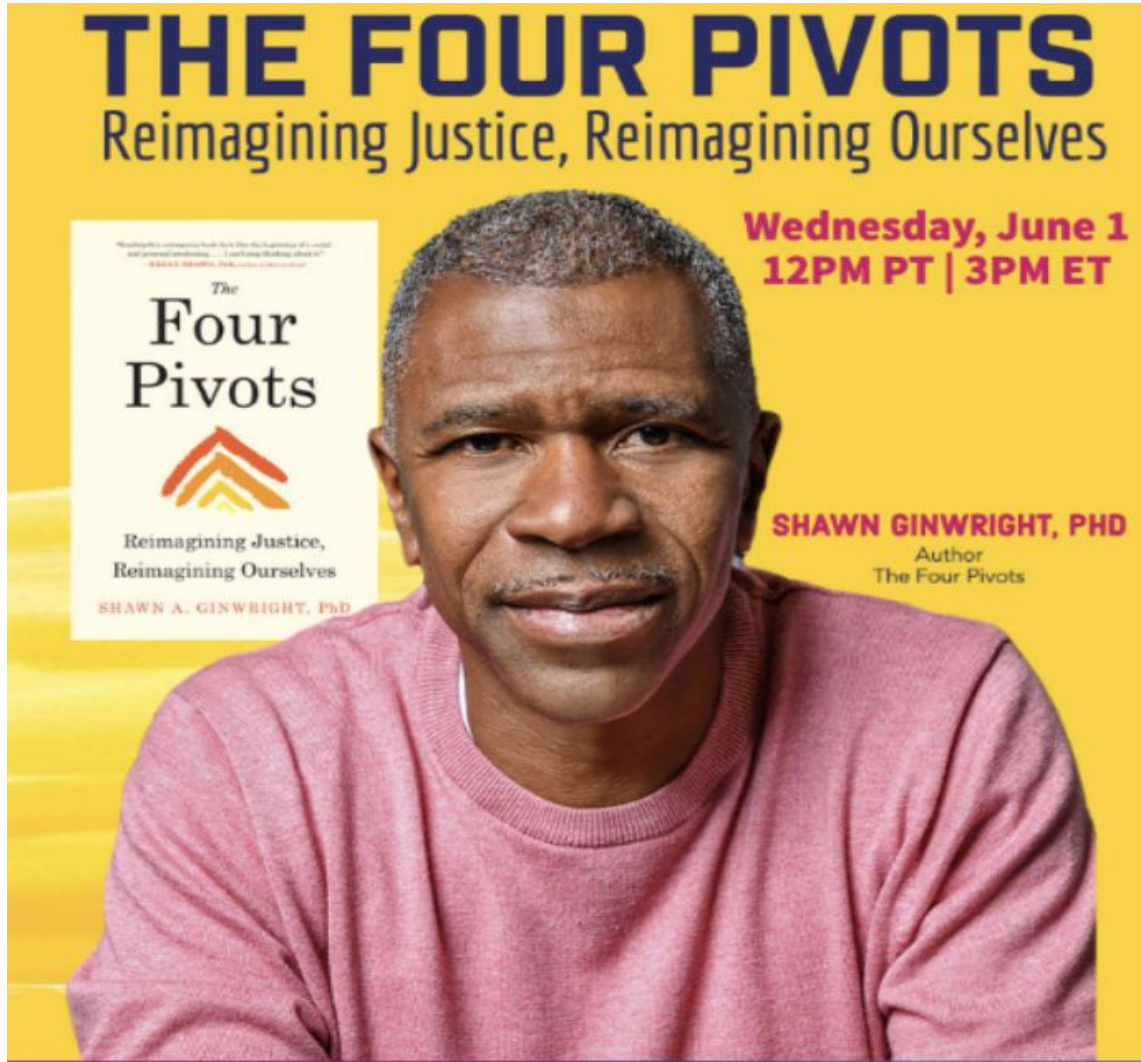


# Agenda

- Welcome, Introductions and Setting the Tone
- Review of Key Terminology
- Hopes and Concerns Activity
- BREAK
- Cultural Chest
- Priority Next Steps from Strategic Plan

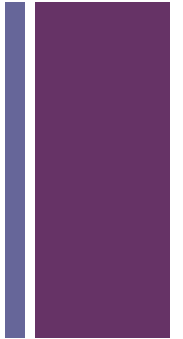


# Framing: The Four Pivots





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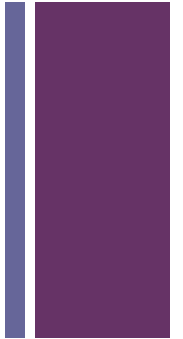


- 1) **Awareness:** From Lens to Mirror
- 2) **Connection:** From Transactional to Transformative
- 3) **Vision:** From Problem Solving to Possibility Creating
- 4) **Presence:** From Hustle to Flow





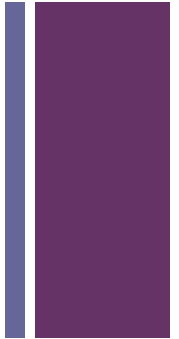
# Community Intentions



- Use “I” Statements
- Maintain a Brave Space/  
Confidentiality
- Move in / Move out
- Challenge your current assumptions
- Use the Parking-lot
- Practice “calling-in” instead of  
“calling-out”
- Literacy Moment
- Others?



# Terminology Review



A word cloud of various social justice and equity terms. The words are arranged in a roughly circular shape, with some words appearing larger than others. The colors of the words include white, yellow, green, and blue.

Words included in the word cloud:

- Racism
- Adulthood
- Advocate
- Classism
- Action
- Teach
- Social Justice
- Liberation
- Inspire
- Sexism
- College
- Students
- Allyship
- Learn
- Diversity
- Campus
- Religious
- Oppression
- Collaboration
- Ableism
- Consciousness
- Social
- Change
- Perspective
- Intersectionality
- Dialogue
- Reflect
- Student
- Affairs
- Accountability
- Leadership
- Citizenship
- Transgender
- Oppression
- Empathy
- Heterosexism
- Community
- Voicing
- Awareness
- Listening
- Ageism
- Practice
- Explore



# What Is Diversity, Equity, Inclusion, and Social Justice?

**Diversity** is the collective mixture of human beings and the identities they have co-existing in a space.

**Equity** means fairness for all regardless of visible and invisible identities.

**Inclusion** is creating a space where you have welcoming, belonging, respect, and have created an equitable opportunity for people to show up authentically as who they are in a meaningful way.



# DEI: The Party Metaphor



- **Diversity** is being invited to the party
- **Inclusion** is being asked to dance
- **Equity** is being asked to help plan the party and the playlist



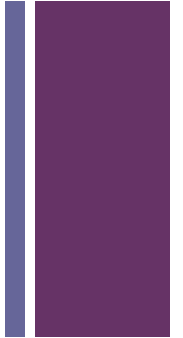
# Social Justice

- **Goal:** Full and equal participation of all groups in a society that is mutually shaped to meet their needs. Includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.
- **Process:** The process for attaining the goal of social justice, should also be democratic and participatory, inclusive and affirming of human agency and human capacities for working collaboratively to create change. (Love, Teachings for Diversity & Social Justice, 2017)



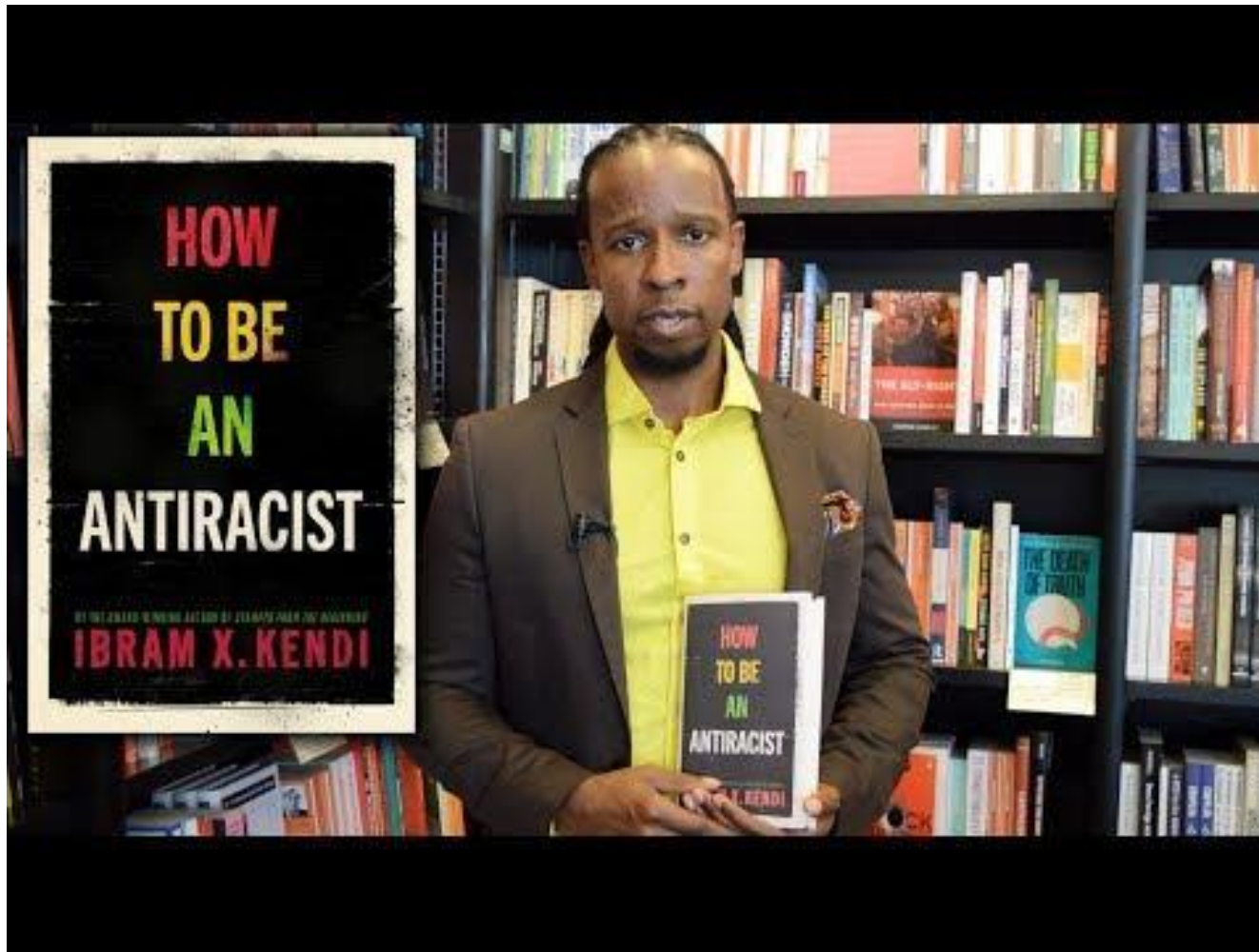


# What is Anti-Racism?



Anti-racism refers to the conscious decision to make frequent, consistent, equitable choices daily.

These choices require ongoing self-awareness and self-reflection as we move through life.



# Different Modes of Communication

## **Debate**

**“right or wrong”**

In debate, winning an argument is the goal. Implies fixed positions.

## **Discussion**

**“examination”**

In discussion, the more perspectives the better. Breaking issues apart, seeing its elements. Persuade, give and take.

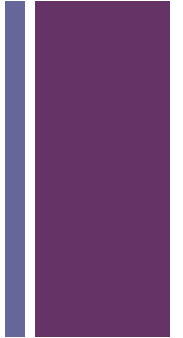
## **Dialogue**

**“developing shared meaning”**

In dialogue, understanding is the goal. Based on listening, respect, appreciation, inquiry.



# **Dialogue is a Process that Values...**

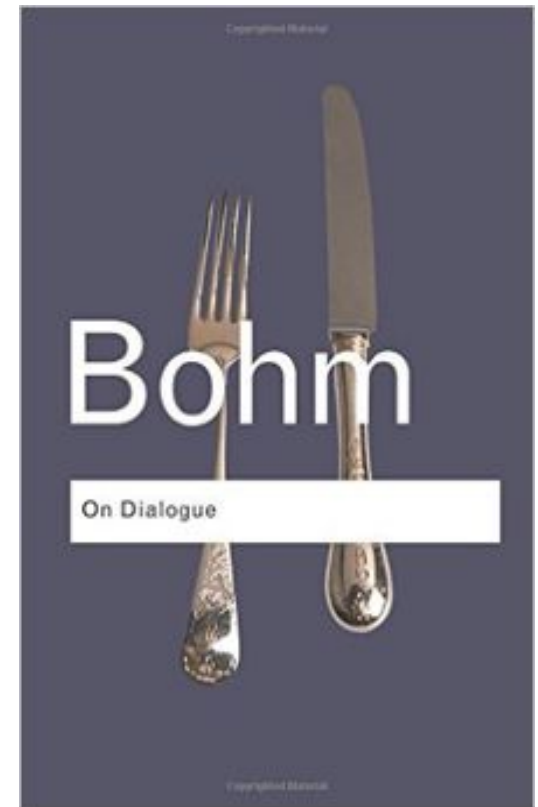


- Voicing, listening, inquiry, and self-awareness
- Different perspectives, opinions, experiences, and histories
- Creating new, shared understanding
- Emotions as well as thoughts
- Building relationships



# The 6 Building Blocks of Dialogue

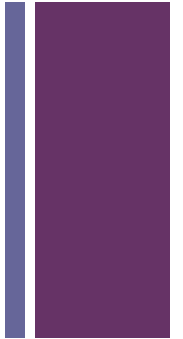
- Deep listening
- Respect
- Suspension of judgment
- Identifying assumptions/biases
- Voicing
- Reflection and inquiry







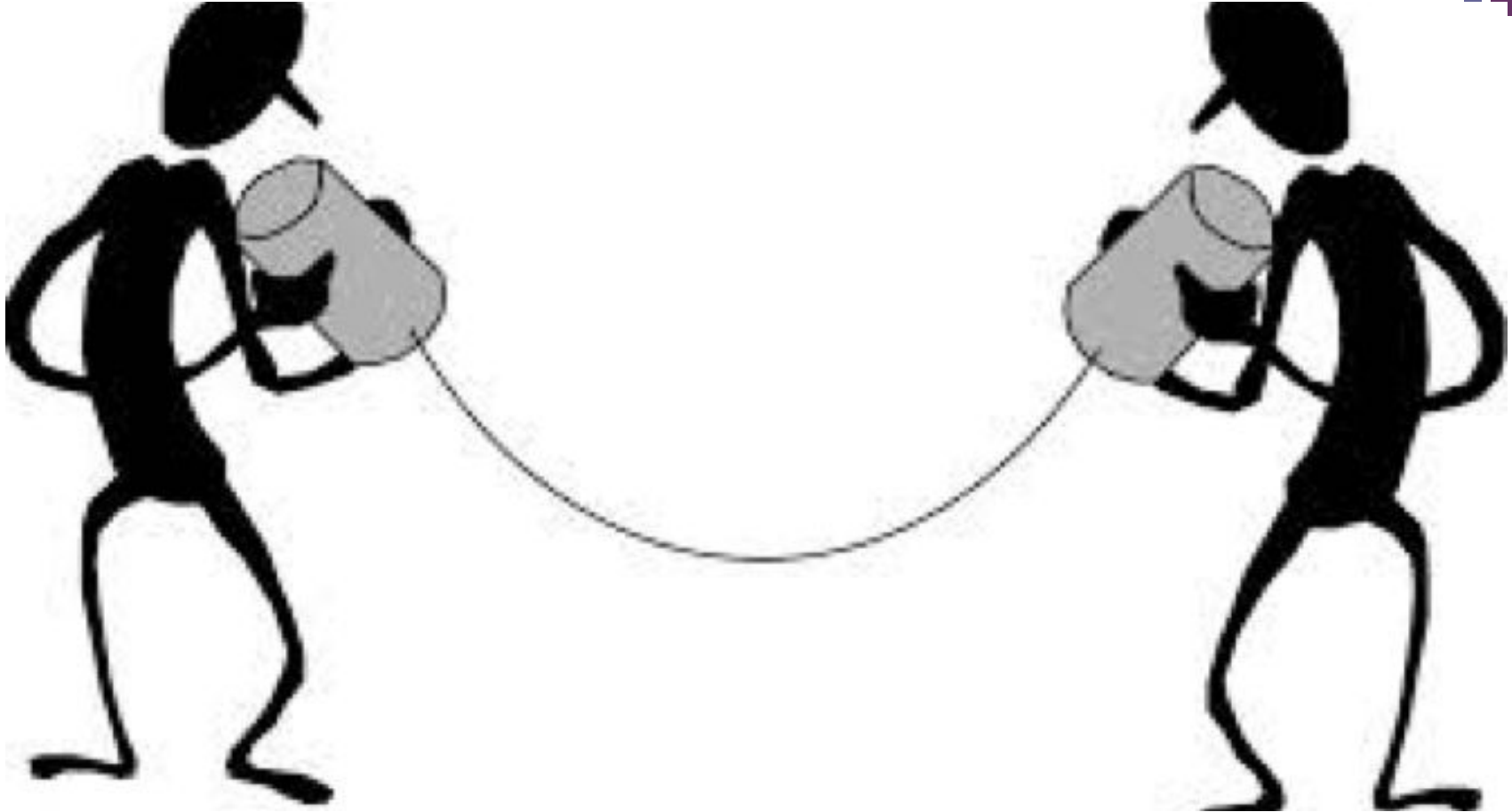
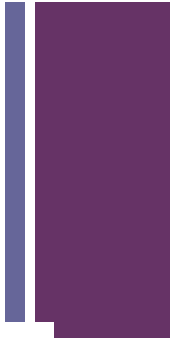
# Hopes & Concerns



Please reflect on one hope and one concern that comes up for you about today's retreat, and ongoing Diversity, Equity, Anti-Racism and Inclusion work for the board this year in connection to what is outlined in your Strategic Plan



# Generous Listening Activity





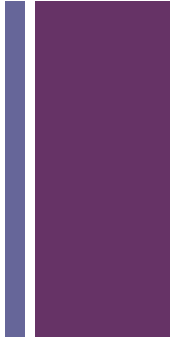
# Generous Listening



**Generous Listening** – Listeners focus their attention entirely on the speaker using authentic curiosity. This requires turning off our own internal voices and leaning in to what the speaker is saying with genuine interest.



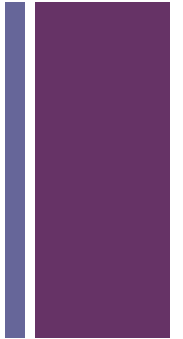
# Listening Practice Activity



- **What does it feel like to hear the hopes and concerns of the group?**
- **How does it connect or resonate with your own hopes and concerns going in?**



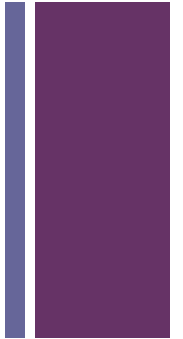
# Break







# Cultural Chest Activity



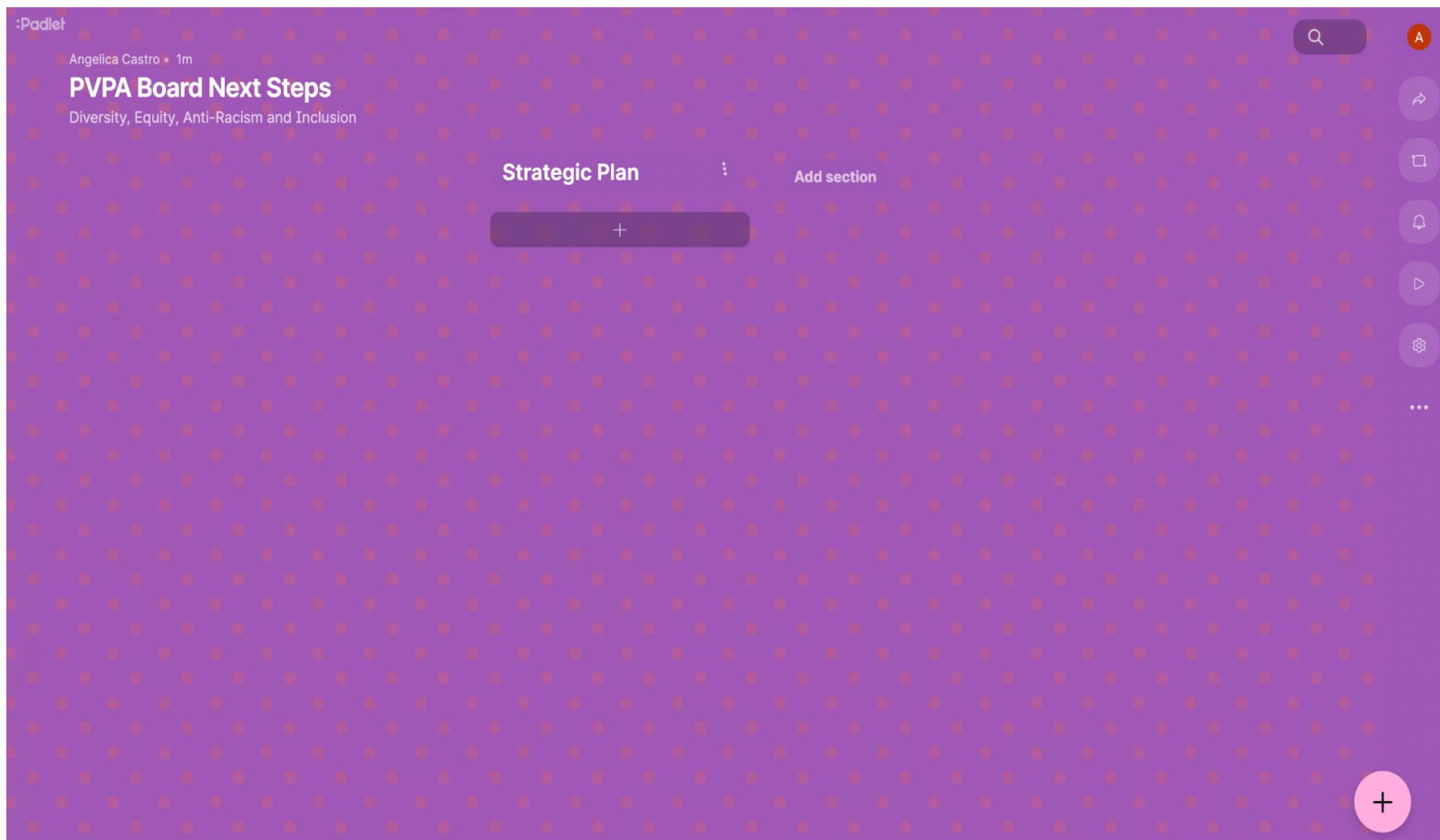
# + **Priority Next Steps as a Board**



**In light of what you heard and have learned so far today, and your pre-work looking at the Strategic Plan...**

**What do you see as the key priorities for work for the Board this year in relation to Diversity, Equity, Anti-Racism and Inclusion?**

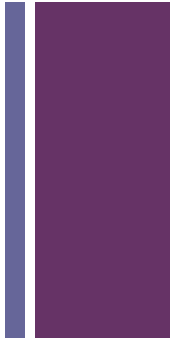
# + Priority Next Steps as a Board



<https://padlet.com/angelica201/pvpa-board-next-steps-8mrt6yo1thmel5bb>



# Closing: Questions and Gratitude



## **PVPA Board Hopes and Concerns**

### **Board Retreat – September 10, 2023**

#### **HOPES**

- I hope that today's work opens the door to ongoing work throughout the PVPA community that leads to a greater sense of belonging for all members of our community
- That this initiates a lasting dynamic of shared intentions among board members and administrators
- Follow-through intentionally, sustained
- That we feel more bonding and cohesive and accepting as a board, and can bring that embodiment into our work
- To have a space where people can be authentically themselves and vulnerable as possible with openness to advance our plan for equity and inclusion in the PVPA community
- I hope DEI conversations are student focused. And account for all current and future PVPA students
- Hope that all attendees will be a sponge, be open-minded and self-reflective so that we can all lean into this interactive experience and become a stronger unit
- This training is shared beyond just the members present today
- Better understanding and openness
- I hope to grow in my understanding of others in my circles of work. I hope PVPA community leaders can accept the concepts of DEI
- Thinking about ways to bring this work into areas that currently feel restrictive
- To gain better understanding of ways PVPA Leaders can create meaningful change to create a more diverse, equitable and inclusive environment
- To establish clearer expectations for Board participation in ways to help move forward the DEI objectives of that SAP in order to facilitate more lasting change in the school
- Hope for retreat is for people to feel at ease speaking their truth
- Hope for PVPA – True acceptance of all points of view / what it means to be authentic for all individuals

#### **CONCERNS**

- Once concern I have is that the day to day demands of the school interfere with keeping the momentum of this work
- That we will not have enough time to create meaningful next steps
- Checking off the box, Challenge to go from transactional to transformative
- That we don't actually tackle any actions after this training
- That people will not be open and/or they will create barriers or excuses for not being bold in the work
- At times, I get concerned that elitist/intellectual ideas can dominate DEI conversations
- It is my hope that people walk away from this retreat and most not leave lessons behind as is often the case but rather, take, embrace and implement them in future interactions. (Take advantage of every opportunity to use lessons / skills)

- Not knowing what the “next step” is
- Personal Misunderstanding
- I am concerned that our efforts to build healthy, inclusive relationships fails
- That this work may get lost in the “hustle” of day-to-day
- None
- That things done in the Retreat will stay at the Retreat and not carry forward into regular business
-