

Equity Action Team



Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

- Arthur Chan

Our Team



Teachers

Emre Akter
Katie Burns
Alicia Calkins
Diane Dooley
Heidi Edel
Ernest Fabrizio-Garcia
Will Jones
Stephanie Kersting
AnneMarie McMenamin
Kate Paixao
Sunshine Rowley
Kristen Scappaticci
MaryAnn Smyth



Students

Caitlyn Cennamo
Claire Enerson
Caroline Keary
Anna Kozloski
Nadjhae Mears
Lauren Roma



Administrators

Mike Chapleau
James D'Amico
Karen Gruetzner
Julie Luby



Board Members

Ed Sbordone
Stephanie Strazza

**With thanks and appreciation to Dr. Cosentino
and the full Administrative Team for supporting
this work!**

Our Purpose

**To proactively and reactively take action
to be an**

**inclusive, caring school district
where all**

**voices are heard
and all**

**members of the school community are valued
and know that they BELONG.**



Our Approach

| | Students | Staff | Policies/Procedures |
|------------------|---|---|---|
| Proactive | Plan for Heritage Months Restorative content Curriculum Survey Programming (i.e. No Place for Hate) | Activities/discussions for upcoming staff meetings Professional Learning Survey | Board policies School procedures Recruitment practices Communication |
| Reactive | Discipline related to discriminatory behavior | | Ways to report incidents |

So far this team has...

01

Planned an Equity Audit

Contracted with EdAdvance to review all curricula in K-12 English/LA and SS

04

Integrated with SEE

Two students conducting their SEE project by supporting this team

02

Provided 2 ADL Sessions

Fall: Implicit Bias
Winter: How to Safely Address Hard Conversations

05

Published in the TT

[Article](#) published February 4

03

Prepared a Student Survey

[Survey](#) for grades 6 - 12 ready

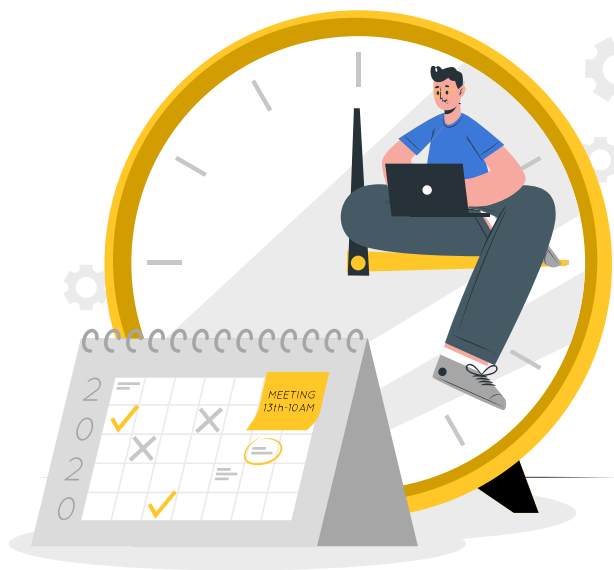
06

Set up for Virtual Job Fair

To increase the racial, ethnic, and linguistic diversity of our educators

The Survey

- **Objective:** We want to know what it feels like to be a student in our schools
- **Anonymous** - The survey will not collect names or emails. It's about the school system
- **For feedback** - We need to hear from members of our school community
- **Parent Letter** - A note will be sent home explaining the survey and its purpose
- **Question 1** - Students can say "no thank you"



Immediate Next Steps...

Survey Staff

similar to students

Survey K-5

through parents

Student Programming

i.e. No Place for Hate, Peer Leadership



And Then...

- Analyze survey data
- Plan PL for next year
- Work on reporting and responding systems



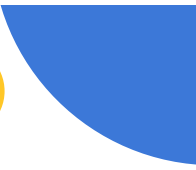


“

***Fitting in* is about assessing a situation and becoming who you need to be to be accepted.**

***Belonging*, on the other hand, doesn't require us to *change* who we are; it requires us to *be* who we are.**

Brené Brown

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