



DEI Update: *Equity Leaders Institute*

November 27, 2023

OPS Equity Plan

[OPS Equity Plan overview](#) (one page)

[OPS Equity Plan](#) (full plan)



Okemos Public Schools Equity Plan

PURPOSE

Provide direction for creating learning environments that are safe, healthy, and effective for everyone.

GUIDING PRINCIPLES

DIVERSITY

Our students, families, staff, and community members bring with them diverse and unique identities, abilities, and strengths.

EQUITY

Each student has access to, can meaningfully participate in, and make progress in learning experiences that result in empowerment and academic success.

INCLUSIVITY

Everyone has the right to feel safe, happy, affirmed, and encouraged.

COLLABORATION

Our system must be representative of, constructed by, and responsive to all members of our community.

REFLECTION

Making continuous progress requires us to reflect on our intentions, evaluate our processes and practices, and measure our impacts.

DATA-DRIVEN DECISION-MAKING

Data from diverse sources will be routinely collected and analyzed. We will use new information to guide our decision-making and inform ways in which we adapt to the needs of our community.

AREAS OF FOCUS

AUTHENTIC SELVES & RELATIONSHIPS

Goal 1: OPS is an inclusive district in which students, staff, families, and community members accept and respect the diverse identities of one another.

Goal 2: Our relationships are built upon actions that promote and sustain mutual trust and respect.

Goal 3: We utilize effective, consistent, culturally and linguistically responsive, and honest communication strategies to build community and establish collaboration.

CULTURALLY RESPONSIVE - SUSTAINING EDUCATION

Goal 4: We have developed a district culture in which students, staff, families, and community members are prepared for an increasingly diverse society & world.

POLICIES/PRACTICES/PROCEDURES

Goal 7: OPS has a clear public statement of its values and commitment to diversity, equity, and inclusion.

Goal 8: OPS policies, practices, and procedures are representative of, constructed by, and responsive to students, staff, families, and community members.

INSTRUCTION/CURRICULUM/ ASSESSMENT

Goal 5: Our district's instructional practices, curriculum, and assessment methods are responsive to and inclusive of diverse perspectives, abilities, and cultures.

Goal 6: Our students' academic assessment data show that the opportunity gaps between student groups have decreased.



Together...educating with excellence,
inspiring each learner for life.



Our Team

Chris Brown - Montessori Teacher (Kinawa)

Kim Burchman - Coordinator of Early Childhood & Community Ed
(Edgewood)

Kim Floyd - French Teacher (CMS/OHS)

Vanessa Nahat - Kindergarten Teacher (Cornell), DEIAC

Lara Slee - Director of DEI

Rhianna Walworth - Exec. Assistant (Supt., BOE, HR)



Midwest & Plains Equity Assistance Center 2023 Equity Leaders Institute *Advancing Equity-Oriented Leadership: Staying Intentional in Challenging Times*

September 21-22, 2023



September 21, 2023 – Day One



Midwest & Plains Equity Assistance Center, 2023



Midwest & Plains Equity Assistance Center (EAC) Serves 13 States

A project of the Great Lakes Equity Center, we are one of four regional EACs funded by the U.S. Department of Education under Title IV of the 1964 Civil Rights Act. As the Region III EAC, we provide equity-focused technical assistance to state education agencies and public-school districts in the areas of race, sex, national origin, and religion.



Midwest & Plains Equity Assistance Center, 2023

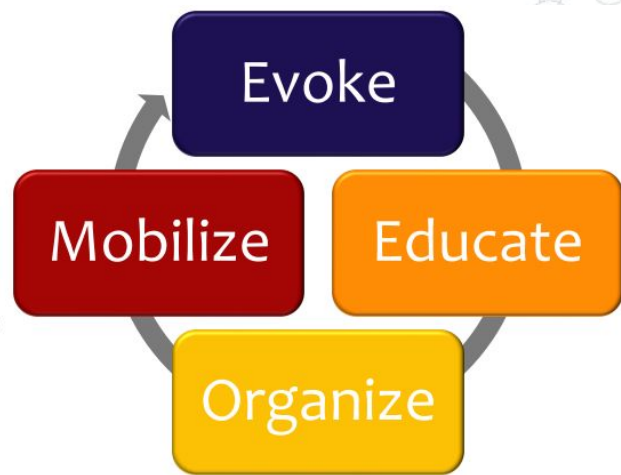
Institute Outcomes

Participants will be able to:

- ❑ **Critique** and **reframe** district/school improvement discourse to address systemic inequities that are barriers to student learning.
- ❑ **Lead** with clarity of their role in organization equity efforts.
- ❑ **Leverage** strategies and assets to facilitate and sustain equity efforts.
- ❑ **Use language practices** to foster collaboration in educational improvement efforts.
- ❑ **Use strategies generated** to mobilize one's school community.

Key Learning Objectives

- ❏ Expand repertoire of practices for self and community care.
- ❏ Build clarity on equity-oriented school improvement and leadership.
- ❏ Expand racial/identity literacy.
- ❏ Engage in practices to interrupt microaggressions.
- ❏ Expand understandings of equity-oriented school improvement.



The background of the slide is a light gray network pattern. It consists of numerous small circles, some of which are solid gray and others are hollow with a gray outline. These circles are interconnected by a web of thin, light gray lines, creating a complex, organic structure that resembles a molecular or neural network.

What We Learned

Self & Community Care

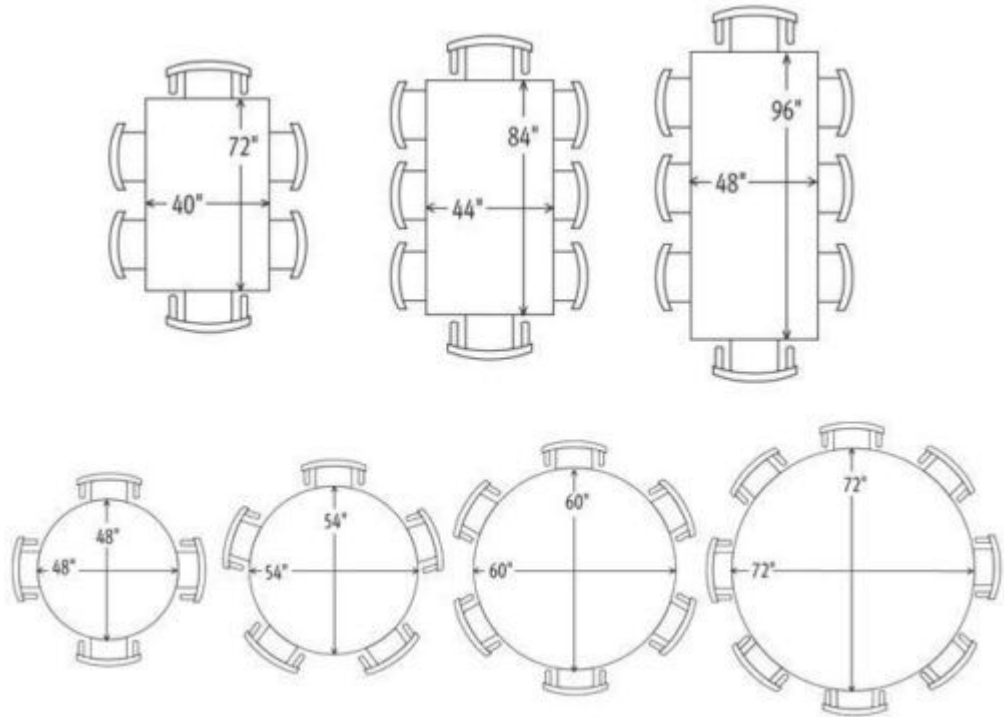
**SELF-CARE
IS NOT
SELF-INDULGENCE,
IT IS
SELF-PRESERVATION**

Four Categories of Diversity



Rightful Presence

“I’m already here.”



Calabrese Barton, A., & Tan, E. (2020). Beyond equity as inclusion: A framework of “rightful presence” for guiding justice-oriented studies in teaching and learning. *Educational Researcher*, 49(6), 433-440.

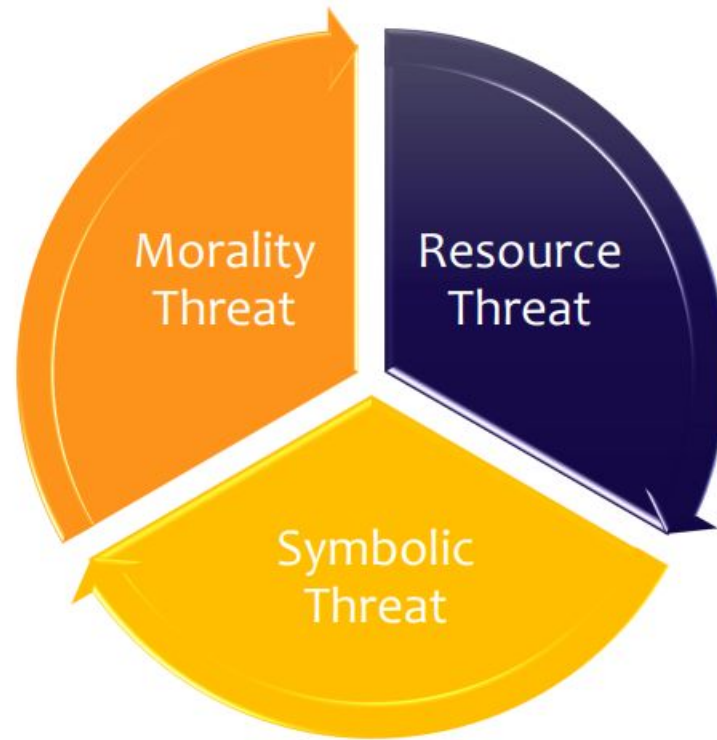
Microaggressions

Micro-INSULTS Verbal/non-verbal actions that convey negative assumption about, disregard, or belittle	Micro-INVALIDATIONS Verbal actions that ignore, neutralize, negate, or dismiss the experiences and emotional realities
Micro-ASSAULTS Small-scale attacks or disparagements using demeaning/degrading actions/words	ENVIRONMENTAL Microaggressions Manifest at a systemic/macroscopic level

Addressing microaggressions:

- 1 - Make the hidden perceivable.
- 2 - Educate the perpetrators.
- 3 - Disarm the microaggression.

Perceived Threats




Iyer, A. (2022). Understanding advantaged groups' opposition to diversity, equity, and inclusion (DEI) policies: The role of perceived threat. *Social and Personality Psychology Compass*, 16(5), e12666.
<https://doi.org/10.1111/spc3.12666>

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Next Right Things



Share With Colleagues

-  DEIAC
 -  Equity Work Teams
 -  District Leadership
 -  Cornell - Anti-Bias/Anti-Racist Study Group
 -  Bennett Woods - Recognizing & Responding to Bias PD
 -  Day-To-Day
 -  Spheres of Influence
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Questions?



Thank you!



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