



Equity Advisory

Update to the School Board May 5, 2025
Presented by Peter Mau, Assistant Superintendent and
Kevin Sheridan, Educational Equity Coordinator

Role

The role of the District 197 Equity Advisory is to advise district administration in matters related to equity, especially as they relate to the work of the Strategic Framework.

Specifically, the Equity Advisory will provide input and feedback on the broad outcomes for the Equity Focus Area of the Strategic Framework as well as goals and metrics of equity-related action plans. Further, the Equity Advisory will receive regular updates on the progress of the equity action plans. In addition, members will have opportunities to share about site-specific equity work they are engaged in as well as equity challenges they are facing.

Equity Focus Area

Commitments for District 197's Equity Work:

- Diverse Classrooms and Schools
- Teacher and Leader Quality and Diversity
- Equitable Resource Allocation
- Equitable Curriculum, Instruction and Assessment
- Equitable School and Classroom Environments
- Equitable Student Leadership and Voice
- Equitable Family and Community Partnerships

Highlights

Increasing numbers and representation:

- More students
- More parents/guardians
- More staff from sites
- Expanded staff role representation
- Expanded 2SLGBTQ+ representation
- Expanded East African representation
- Expanded Jewish and Muslim representation
- Expanded Latinx representation

Members

- Andrea Boe, Pilot Knob Teacher
- Nell Barri, American Indian Ed. Coordinator
- Cathy Benitez, Family
- Wendy Berry, Family
- Logan Crabtree, MS Student
- Allie Duellman, Somerset Teacher
- Farhiyo Farah, East African Liaison
- Evangeline Fuentes, HS Student
- Sean Garrick, Family
- Karina Gutierrez, Family
- Nicholas Hager, Heritage Teacher
- Dominique Harness, Mendota Teacher
- Nawal Hassan, HS Student
- Imogen Hegg, MS Student
- Autumn Her, HS Student
- Chucky Her, Friendly Hills Counselor
- Marcus Hill, School Board Member
- Al Johnson, Two Rivers Administrator
- Debbi Krohn, Mendota Teacher
- Miles Lawson, Secondary Curriculum Coordinator
- Alana Lucio, Family
- Sara Maldonado, Moreland Teacher
- Peter Mau, Assistant Superintendent
- Aubrey McMahon, HS Student
- Nicole McMahon, Family
- Xiomara Medina-Calderon, Garlough Cultural Liaison
- Tye Michaels, HR Director
- Aliya Mohamed, HS Student
- Halima-Nawaal Mohamoud, HS Student
- Leah Ruiz, HS Student
- Andrea Saenz, ESL Coordinator
- Rob Sahli, Moreland Administrator
- Kevin Sheridan, Educational Equity Coordinator
- Jon Vaupel, School Board Member
- Raul Vaz, HS Student
- Sun Van Winkle, HS Student
- Kelli Walters, ELC Lead Teacher

Highlights

Continued to build community:

- Welcome activities that create connection and tie to our SEL work
- Revised Our Shared Purpose
- Acknowledging celebrations of heritage months
- Collective learning about Black History Month, Ramadan, and Dakota homelands.



Highlights

Increased updates to Equity Advisory about targets and other initiatives.

- Supporting Native Students professional development session for all licensed staff
- Progress with offering school menu options for religious diet needs
- Developing partnerships with Historically Black Colleges and Universities
- Plans for offering a course in Ojibwe at Two Rivers
- Youth Ambassadors program culminating in Equity Summit

Highlights

Revised and redistribution considerations for winter holidays:

- Considerations organized into themes of:
 - Take a Windows and Mirrors Approach
 - Find Balance
 - You Don't Have to Be the Expert
 - Be Intentional With Your Purpose
- Connected to belief statements in strategic framework

Highlights

Visited Mendota and provided observations using our Diversity, Equity, and Inclusion Tool:

- Tool developed last year through Equity Advisory
- All sites engaging with it in some way this year
- January meeting at Mendota provided an opportunity to visit classrooms and other spaces

Highlights

Reviewed our district Equity Policy and offered recommendations for updates

- Considerations for regular staff review of the policy
- Considerations for more inclusive language

Highlights

Provided a forum for groups to share:

- Muslim Student Association representatives presented ideas for ensuring our district calendar is inclusive
- Queer Equity Leadership Team shared suggestions for updating language in our Equity Policy and ways to more broadly disseminate our Gender Inclusion procedures

What's Next

We are pleased with the expansion of our group to have more student and family voice as well as broader site representation this year.

At our final meeting on May 1st, we sought feedback from the group on additional recommendations that will support the work of Equity Advisory for SY 25-26.

Questions?