

# Diversity Advisory Committee Meeting



Facilitated by Dr. Leaks (she/her/ella)  
September 11, 2023





# Hello there!

I'm Dr. Rakeda Leaks (she/her/ella), mom, educator, avid reader, poet, native Chicagoan, Illini alum, arts-lover, equity-centered leader, and social justice advocate.

Follow me at [@equityin203](https://twitter.com/equityin203).



9/11

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REMEMBRANCE



**New Year,  
New Name**



**Diversity & Inclusion Department is now the  
Department of Diversity, Equity, Inclusion,  
and Belonging (DEIB)**





# Agenda

- Committee Purpose & Expectations
- Introduction Activity
- DEIB Initiatives/Events
- Table & Whole Group SWOT Analysis: Building Level Equity Efforts
- Future Meeting Plans

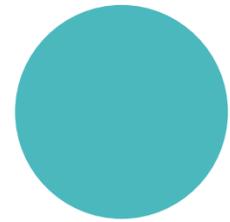
**Diversity**

**Equity**

**Inclusion**

**Belonging**

# Committee Purpose & Expectations



## Purpose

Engage in the meaningful dialogue and discussion on DEIB topics with community stakeholders to generate ideas and suggestions that ultimately strengthen the learning community.



## Communication Expectations

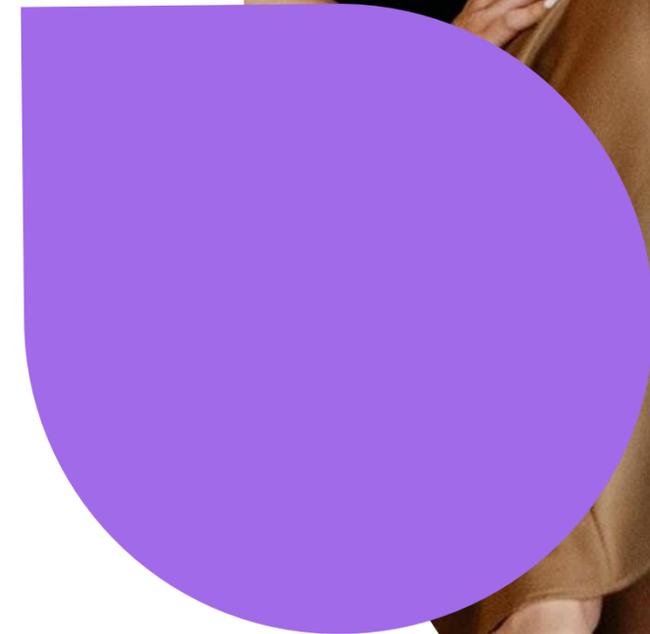
**Staff Reps:** Send meeting highlights & reflections to principal within a week after the meeting

**Parent/Caregiver Rep:** Meet with their school's H&S president once in the fall & once in spring to share committee highlights



## Attendance Commitment

Attend at least **3 of the 5** scheduled meetings to remain on the committee the following school year

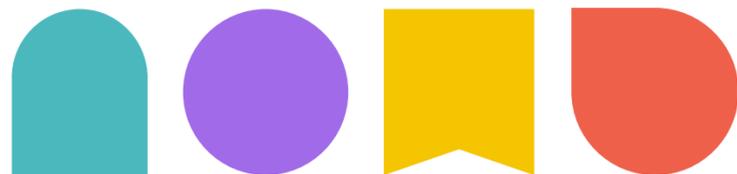


# Introduction

## Activity

### Conversation Norms

- Stay Engaged
- Speak Your Truth - I statements
- Experience Discomfort
- Listen for Understanding
- Honor Confidentiality
- Expect and Accept Non-Closure



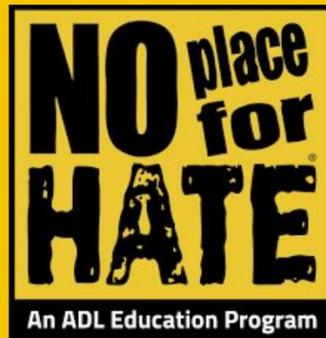
- Read the scenarios and think about which scenario resonates most with you.
- Table share-out:
  - Share your name/School or Dept Affiliation
  - Identify one scenario that resonates with you the most and explain why.
- Whole Group Reflection

# DEIB Initiatives & Events: Fall 2023

## District Equity Team

- Will receive targeted professional learning
- In support building equity team work
- Will help provide more oversight & accountability for building equity teams
- Ensure alignment with CEP and SIPs

## No Place for Hate Pilot



- Scott Elementary
- Kennedy Junior High
- Naperville Central
- Naperville North

## Hispanic Heritage Month

- September 15 - October 15
- SAVE THE DATE: “**SOMOS NAPERVILLE**”
  - Naperville 203 event in partnership with ALMAS, IP204, and the City of Naperville, October 10th from 6pm to 8pm.

## SUCCESS Cookout & Informational

- Cookout: 9/10 @ Seager Park
- Informational: 9/13
  - @ Elmwood: 6pm to 7pm;
  - Virtual - 7pm to 8pm

## Career 203 Brick

- *Creating Equitable Learning Environments: Case Studies in Diversity & Social Justice Education* (Book Study)
- One session facilitated by the author, Seema G. Pothini

## Equity & Mental Health Student Leadership Conference

- For high school students (9-12)
- Partnership w/ D87, D88, LT204, and CoD
- Fri Dec 1st

# SOCIAL STUDIES

## Curriculum Updates

### The Necessity of Teaching Asian American History

“The absence of Asian American history in our classrooms has serious consequences, including laying the foundations for ignorance, hate, and violence.

History is not just about learning the past. It is also about belonging, and American history serves as our collective memory of “we the people” and binds us together over a shared past.”

- Organization of American Historians. (2022)

### Ways to Teach Black History

“Only teaching a Black history steeped in trauma and struggle provides a very narrow view of Blackness and perpetuates the false notion of Black people’s inferiority. This is why it’s vital to teach the complete history, from liberation movements to achievements.”

Wen, A. (2021). 5 Ways to Teach Black History

# Building Equity Work Reflection:

*Consider the CEP Pillars*

## S

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### STRENGTHS

What are you doing well?  
What sets you apart? What are your good qualities?

## W

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### WEAKNESSES

Where do you need to improve?  
Are resources adequate? What do others do better than you?

## O

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### OPPORTUNITIES

What are your goals?  
Are demands shifting? How can it be improved?

## T

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### THREATS

What are the blockers you're facing?  
What are factors outside of your control?

# Announcements

## Calendar of Culturally Significant Days SY 23-24



### District-wide S.U.C.C.E.S.S. Informational

Wednesday, September 13, 2023

<b>In Person Option</b> Elmwood Elementary School Learning Commons 6:00- 7:00 pm	<b>Virtual Option</b> Zoom Link to be provided 7:00- 8:00 pm
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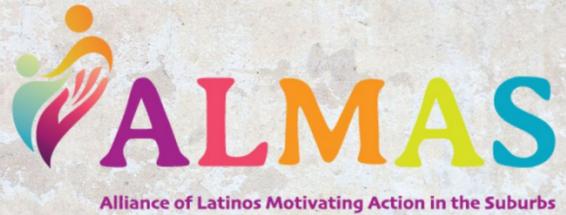
Mission: A family-led organization, with the support of District 203 leadership, committed to empowering African-American/Black students and their families to enhance academic performance, foster family-school connectedness, and ensure that everyone is welcomed, valued, and respected. We welcome anyone who supports our mission.

**Please join us to find out more about our organization and how you can get involved!!**

**RSVP:**  
[bit.ly/3qTLLInxt](https://bit.ly/3qTLLInxt)



Questions??? Email  
[successinnaperville203@gmail.com](mailto:successinnaperville203@gmail.com)



In honor of Hispanic Heritage Month, ALMAS partners with School Districts 203 and 204, as well as the City of Naperville to present:

## SOMOS (WE ARE) NAPERVILLE: GROWING DIVERSE LEADERSHIP

10 | Oct 2023  
6 pm - 8 pm  
Naperville Municipal Center  
400 S. Eagle St.

**10** | Oct 2023  
6 pm - 8 pm  
Naperville Municipal Center  
400 S. Eagle St.

**MORE INFO**



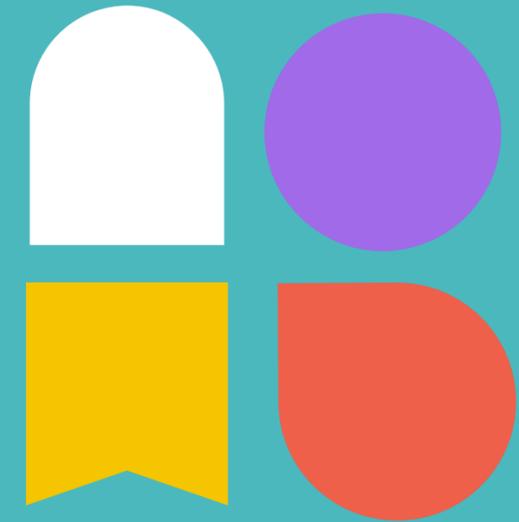
All are welcome to this free event!

Community Partners:   



**Equity & Mental Health Student Leadership Conference**  
Friday, December 1, 2023

# Feedback Informs Future Meetings



## Survey: Committee Suggested Priority Areas

- Student Belonging (14)
- Achievement & Opportunity Gaps (13)
- Culturally Responsive Teaching (13)
- Equity-Centered Curriculum (13)
- Anti-Racism (12)
- Student Voice & Advocacy (12)
- District Climate & Culture (11)
- Implicit Bias (11)

## Future Meeting Ideas

Student Belonging, Voice, & Advocacy

- Panorama Results Feedback
- Student Panels

CRT/Equity-Centered Curriculum

- Guest Speakers (internal & external)

Other ideas?

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# Thank you!

What is one thing you will do as a result of today's learning?

