

Diversity Advisory Committee Meeting



Facilitated by: Rakeda A. Leaks, Ed.D. (she/her/ella)
November 6, 2023

Welcome!

Introduce Yourself in the Chat

- ❑ Share your name, school affiliation, and one thing that made you smile today 😊

Ex: Rakeda (she/her), Ex Dir of DEIB at PSAC, my daughter's school tales during our morning drive made me smile





Agenda

- Introductions
- DEIB Events/Initiatives
- Comp. Equity Plan: SWOT Analysis Review
- Feedback Session: Breakout Rooms
- Open DEIB Town Hall
- Closing



What's Happening in DEIB?

Recent & Ongoing Events/Initiatives

- ❑ SUCCESS Family Cookout
- ❑ Hispanic Heritage Month event
- ❑ No Place for Hate
- ❑ Panorama Staff/Student Surveys
- ❑ Career 203 Course: Case Studies in Diversity & Social Justice
- ❑ DEIB virtual office hours w/ HS Dept Chairs
- ❑ Equity Affinity Groups
- ❑ District Equity Team
- ❑ DEIB Newsletters



NEW LOGO!



SWOT Analysis – CEP

Strengths



- Professional Development
- Community and Shared Ownership
- Improved Curricular Inclusion
- Resource Availability
- Transforming Culture
- Student Support
- Community Conversations
- Community Inclusion

Weaknesses



- Inconsistent Professional Learning
- Lack of Student Voice
- Implementation Gap
- Inconsistent Staff Engagement
- Lack of Accountability
- Response to Community Pushback
- Lack of Student Learning/Engagement

Opportunities



- Ongoing Targeted Professional Development
- Opportunities to Engage Students
- Further Equity-Centered Curriculum and Instruction
- Community Building and Celebrations
- Resource Allocation
- Opportunities to Support and Engage Families

Threats



- Staff Resistance
- Time and Resource Constraints
- Community Pushback
- Attitudinal Barriers
- Lack of Accountability

Breakout Session

Focus on Opportunities

- ❑ What would success look like?
- ❑ Identify examples of what you like to see done for each of the bulleted areas.
- ❑ What would the following need to do to contribute to success?
 - ❑ Group #1: District
 - ❑ Group #2: School
 - ❑ Group #3: Diversity Advisory Committee



Open DEIB Town Hall

- ❑ What's on your mind?
- ❑ Share something you want to acknowledge or celebrate.
- ❑ What topics or concerns do you want to discuss with the committee?



Thanks!

Any questions?

You can find me at:

- ✓ @equityin203
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