



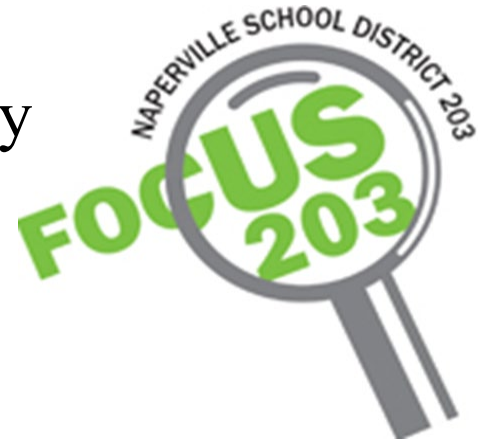
Diversity & Inclusion in Naperville 203

April 2019

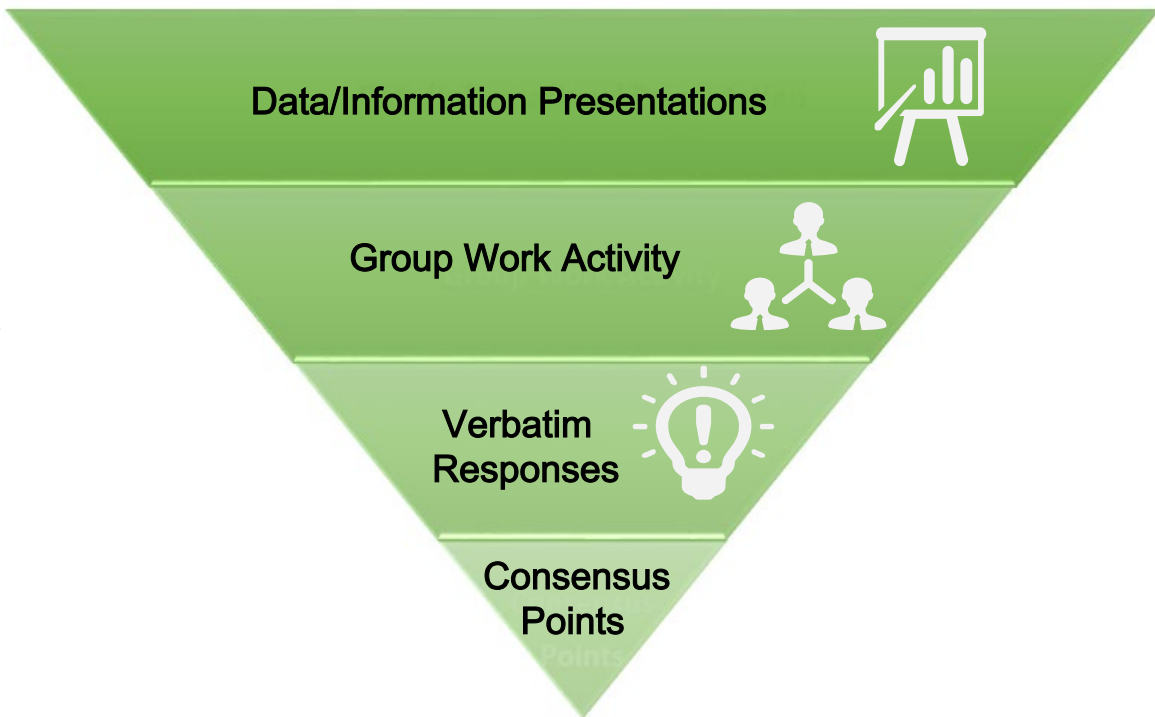


Typical Session Schedule

- Welcome
- Data/Informational Presentation
- Instructions for Small Group Work Activity
- Small Group Work (Dialogue/Decisions)
- Small Group Reporting to Large Group
- Closing



Session Documentation



Website/Social Media

Website: www.naperville203.org

Social Media Options:



Twitter



Instagram



Facebook

Questions/Comments



- Complete: “Question/Comment” form
- Call: 630.420.6475
- Email: Focus203@naperville203.org
- Ask Questions: Small Group time



NAPERVILLE SCHOOL DISTRICT 203
COMMUNITY ENGAGEMENT PROGRAM

would like to be contacted by a *Focus 203* community engagement representative who can respond to this question/comment:

Your question or comment may be directly related to the community engagement project or any other matter regarding District 203.

Name: _____

Address: _____

Phone: _____

E-Mail: _____

NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203
203 W. Hillside Road • Naperville, IL 60540
Phone: 630.420.6475
Email: Focus203@naperville203.org
Website: www.naperville203.org

Diversity & Inclusion in Naperville 203



Dan Bridges Superintendent



Icebreaker



Outcomes



- Understand WHY there is a focus on Diversity & Inclusion in Naperville 203
- Understand Naperville 203's priorities and initiatives related to Diversity & Inclusion
- Provide input on ways Naperville 203 can better serve its diverse community

OUR VISION



**BUILDING A PASSION FOR LIFELONG LEARNING
WITHIN ALL STUDENTS**

Naperville 203 Today

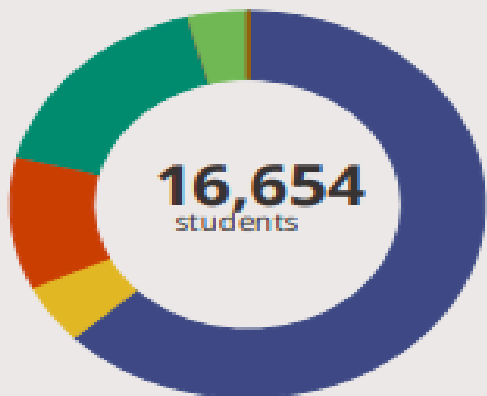


Illinois At-A-Glance Report Card 2017-2018

Naperville CUSD 203

203 W Hillside Rd Naperville, IL 60540 (630) 420-6311

Fast Facts



Student Characteristics

White	63%
Black	5%
Hispanic	11%
Asian	17%
American Indian	0%
Two or More Races	4%
Pacific Islander	0%
Low Income	16%
English Learners	7%
With Disabilities	11%
Homeless	1%

Our changing demographics

Community Engagement

CHANGING STUDENT DEMOGRAPHICS



Demographic	2000	2012
% White	83.9	68.7
% Black	2.3	5.2
% Hispanic	2.2	8.1
% Asian	11.3	14.6
% American Indian	0.3	0.2
% Multi Racial/ Ethnicity	0.1 (2005)	3.2
% Low Income	1.2	11.1

www.naperville203.org



Demographic	2000	2012	2017
% White	83.9	68.7	63.9
% African American/Black	2.3	5.2	4.8
% Hispanic/Latino	2.2	8.1	10.4
% Asian	11.3	14.6	16.1
% American Indian/Alaska Native	0.3	0.2	0.2
% Two or More Races	0.1 (2005)	3.2	4.5

Educator Demographics



White 91.1%

African American/Black 1.51%

Hispanic/Latino 4.77%

Asian 2.47%

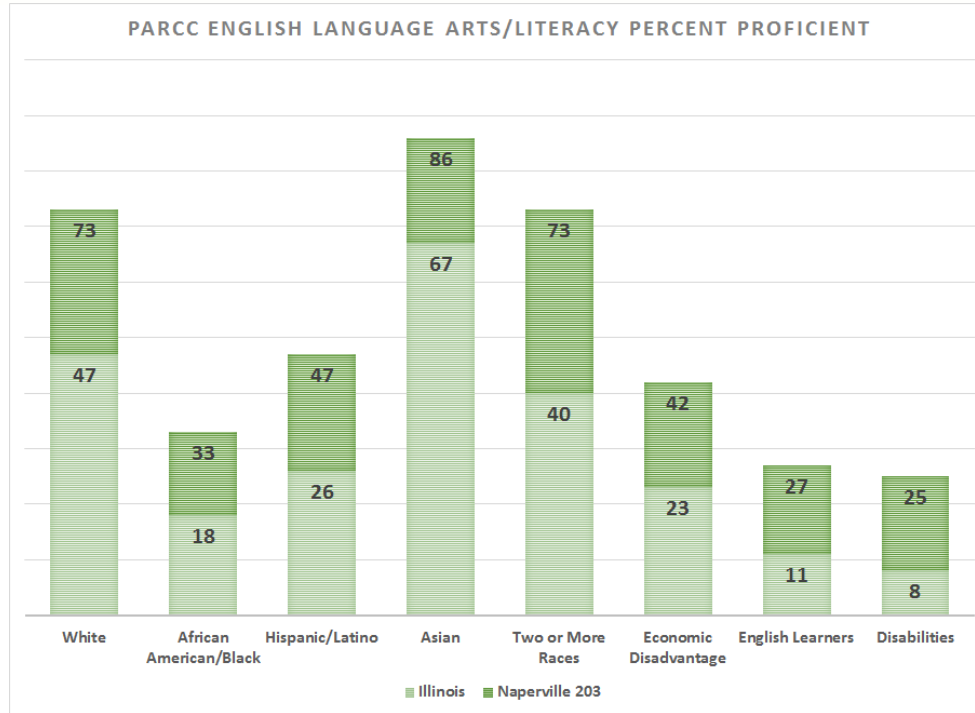
**American Indian/Alaska
Native 0.14%**



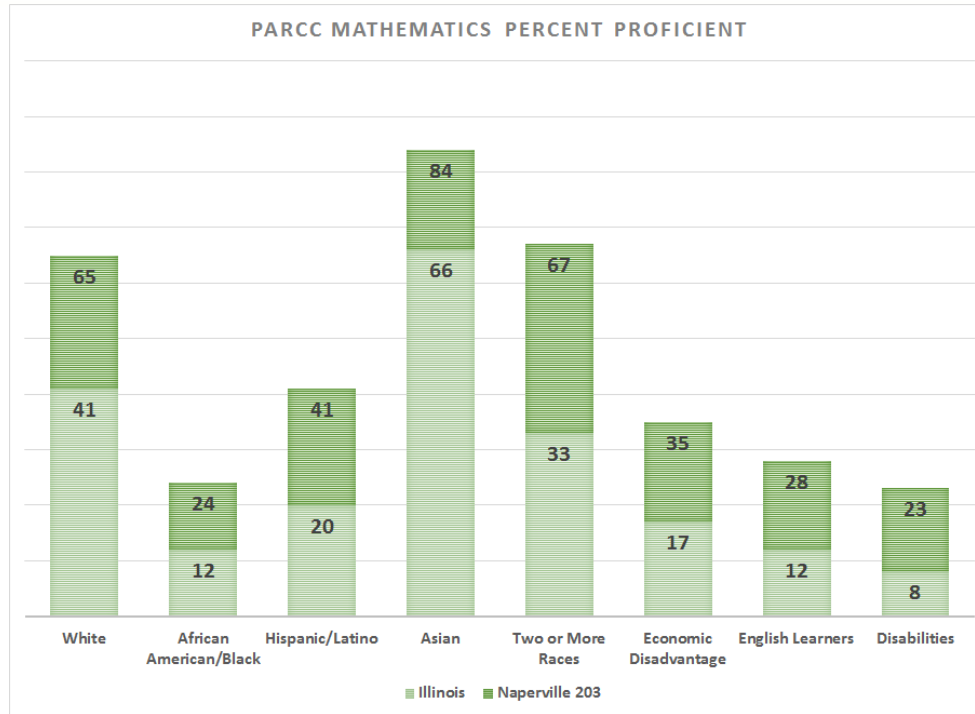
Student Achievement

Dr. Patrick W. Nolten

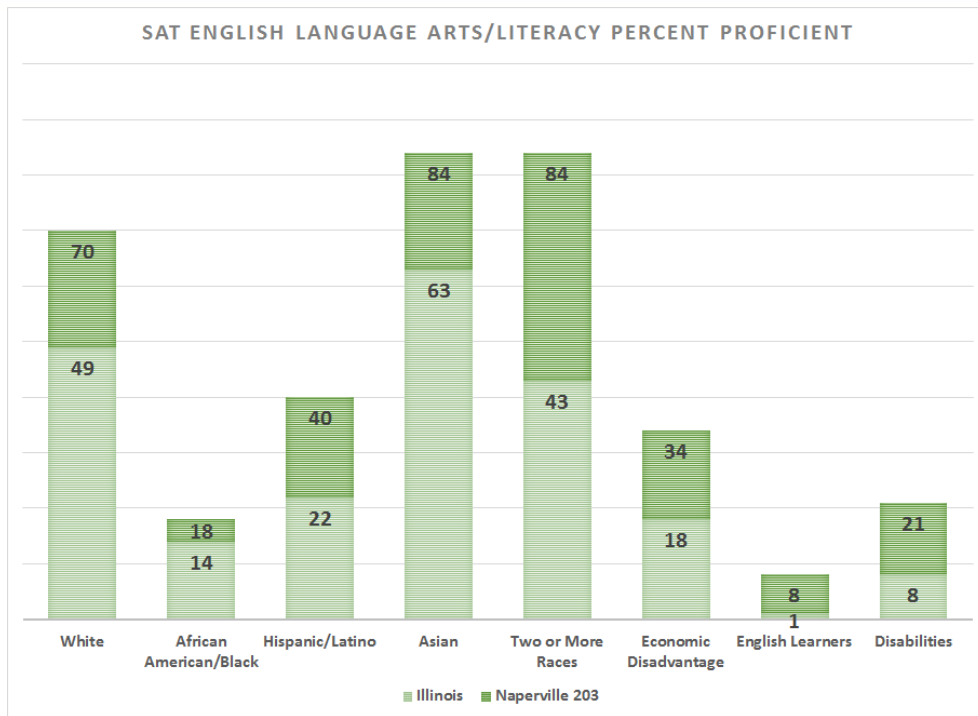
Elementary and Junior High School Achievement Gap



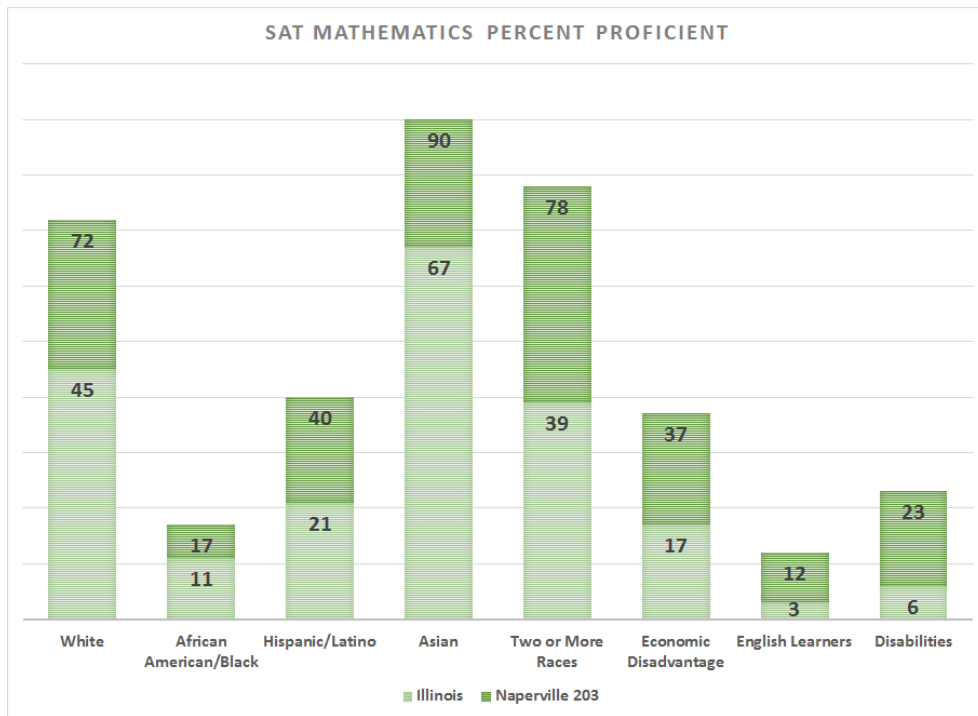
Elementary and Junior High School Achievement Gap



High School Achievement Gap



High School Achievement Gap



Gap Closing Efforts



Authentic
Sense of
Belonging

Quality
Curriculum &
Instruction

Evidence -
Based
Supports

Parent
Partnerships

Student
Outcomes



Naperville School District 203

Diversity Inclusion

Dr. Rakeda Leaks

Pronouns: she/her/hers



District 203's Definition of Diversity

Diversity includes the recognition of the range of human differences and experiences in individuals and groups.







EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.





THESE ARE THEIR STORIES

District Commitments to D&I



Board Policy

• 2:142 Diversity and Inclusion

- In support of quality education for the benefit of all students, the Board of Education embraces human diversity and views respect for all individuals as an important value of the district. Diversity includes recognition of the range of human differences and experiences in individuals and groups. Policy 2:142 Diversity and Inclusion encourages understanding and interaction necessary for responsible citizenship. The Board of Education seeks to create a learning environment in which:
 - Students will be prepared to work with and respect people whose backgrounds are unlike their own.
 - Professional development for administrators and staff fosters a continuing dialogue regarding multicultural education, cross cultural communication, and diversity issues and develops cultural competency including understanding and reducing implicit bias.
 - The curriculum improves cultural literacy by acquainting students with the diverse sources of our culture.
 - Our hiring practices will reflect our desire to recruit and retain talented employees whose skill sets enhance excellence in education as well as a culturally rich and diverse perspective.



Strategic Blueprint

- Item 2.20.B
- 'Ongoing implementation of a Diversity Action Plan to ensure equity in learning and attainment of college and career success.'
- Indicator: Increased diversity of District 203 job applicant pool
- Indicator: Increased diversity of District 203 employees



Draft Diversity & Inclusion Statement

Naperville Community Unit School District 203 appreciates, affirms, and is inclusive of the range of differences in people and ideas. Cultivating a culture of inclusion exemplifies our belief that an exemplary school district, *"values the dignity and uniqueness of each individual."* We are committed to creating an environment where diversity and inclusion is evident in who we are and what we do. We seek to identify and address inequities and all forms of discrimination and intolerance. We believe it is the responsibility of our school district to offer students a diverse set of experiences and perspectives that will better prepare them to thrive in an inclusive, global community and world.

D&I Priority Areas



1

Examine Systemic Inequities

Look at our current policies and practices to eliminate institutional biases and norms through systemic, ongoing, and authentic work.

2

District-wide Implicit Bias Training

Trainings will demonstrate how people make, and sometimes act on, snap judgments based on the other person's race, without any conscious intention.

3

Curriculum Review

A pedagogy that acknowledges, responds to, and celebrates fundamental cultures offers full, equitable access to education for students from all cultures.

4

Examine Recruitment & Hiring Practices

Workplace diversity lends itself to many high-level goals, such as increased innovation and better results including improved student learning outcomes from underserved student groups.

D&I Priority Areas



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D&I Priority Areas



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D&I Priority Areas



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Partnership and Initiatives

- Corwin's Deep Equity
- Expanding University Partnerships for Student Teachers
- Midwest & Plains Equity Assistance Center

Community D&I Outreach



- 360 Youth Services
- DuPage County NAACP
- DuPage County Professionals Serving LGBTQ+ Youth
- DuPage County ROE Equity and Excellence Committee
- Illinois Coalition of Educational Equity Leaders
- Islamic Center Naperville
- Mohammed Webb Foundation
- Naperville Neighbors United
- Youth Outlook

Small Group Work Activities



Activity Roles

→ Select a RECORDER and a FACILITATOR

RECORDER Responsibilities:

- Complete the information on the group's worksheet (PINK)



FACILITATOR Responsibilities:

- Facilitate Discussion
- Keep Group Focused/On Task
- Report Group's Information



Table Questions

- TASK #1: WHAT DID YOU HEAR TONIGHT THAT SHOULD BE CELEBRATED?
- TASK #2: BASED ON THE INFORMATION SHARED TONIGHT, WHAT IDEAS/THOUGHTS DO YOU HAVE REGARDING OUR DRAFT DIVERSITY & INCLUSION STATEMENT AND PRIORITY AREAS?
- TASK #3: WHAT ADDITIONAL COMMUNITY ORGANIZATIONS SHOULD WE BUILD RELATIONSHIPS TO HELP US BE MORE INCLUSIVE OF MARGINALIZED GROUPS IN 203? WHAT ADDITIONAL WAYS CAN WE BETTER SUPPORT THE COMMUNITY TO RAISE AWARENESS ABOUT DIVERSITY & INCLUSION?



Thank You

