



DIVERSITY
EQUITY
INCLUSION

M A N S F I E L D I S D

Diversity, Equity & Inclusion Advisory Council March 21, 2023

Connection

Let's get to
know each other

Connection



Connection



Connection



Connection



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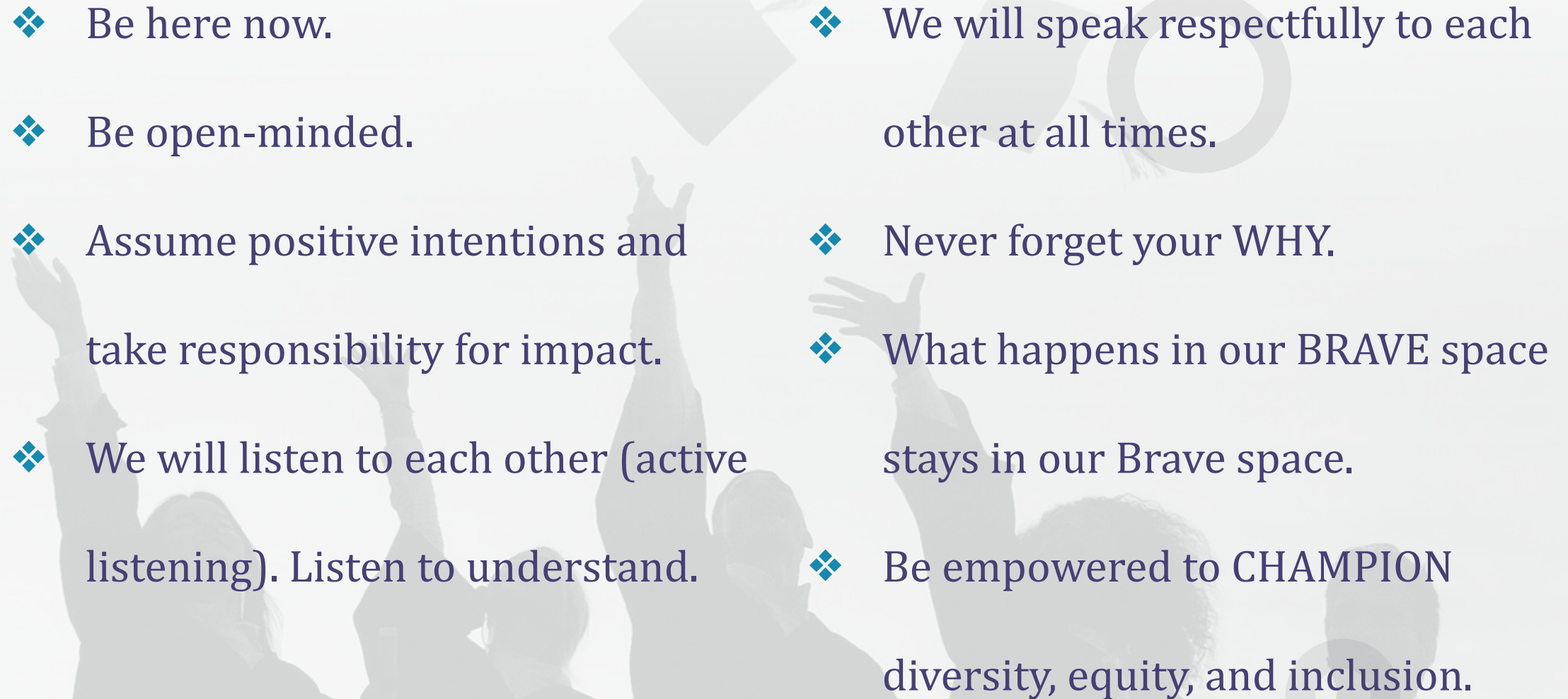
Purpose



1. Revisit the previous work of the Department of Diversity, Equity and Inclusion.
2. Provide an update of the work that has occurred since the last Advisory Council Meeting.
3. Discuss next steps



Group Norms

- 
- ❖ Be here now.
 - ❖ Be open-minded.
 - ❖ Assume positive intentions and take responsibility for impact.
 - ❖ We will listen to each other (active listening). Listen to understand.
 - ❖ We will speak respectfully to each other at all times.
 - ❖ Never forget your WHY.
 - ❖ What happens in our BRAVE space stays in our Brave space.
 - ❖ Be empowered to CHAMPION diversity, equity, and inclusion.

JOT THOUGHT

Independent

- ❖ You will have 5 minutes to write your definition/thoughts on the meaning of diversity, equity, and inclusion (use a different index card for each word).
- ❖ Another 5 minutes will be placed on the clock. You will then write how diversity, equity, and inclusion relates to our district's Vision 2030 values (use the back side of index card).

Collaborative

- ❖ 8 minutes will then be placed on the clock for your table to work collaboratively to find commonalities and group them together (4 min. for definitions & 4 min. for values)

Share

- ❖ Select a spokesperson/scribe for your table. These representatives will be responsible for sharing with the group and placing your tables' thoughts on the chart paper.



It's Time to Think.



Values

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relationships
- Resiliency

Providing each **student** with what
they need to *thrive*



Historical Perspective

- ◆ Hired DEI Director - August 2020
- ◆ Convened DEI Council - September 2020
- ◆ DEI Audit completed (October - December 2020)
- ◆ Board presentation regarding the Audit - February 2021
- ◆ Board Presentation - March 2022
- ◆ Hired New Executive Director - January 2023



Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
 - Instructional supports, resources, access, and opportunities are equitably allocated based on the individual needs of students
 - Campus culture is responsive to student needs
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
 - Instructional supports, resources, access, and opportunities are equitably allocated based on the individual needs of students
 - Campus culture is responsive to student needs
3. Students will graduate life ready.
 - Remove barriers to engage students and parents in gaining access to life-ready experiences
 - Provide access points for students to engage in their learning and social development process
 - Create home and community partnerships that will provide ongoing access to resources and opportunities for students and families
4. Students will graduate college and/or career ready.
 - Ensure all stakeholders, teachers, students, parents, and employees are educated on the readiness components
 - SAT/PSAT and career certification prep opportunities provided for all students

**Bullets represent department focus to support the guiding statements of the district*

Current Work

Professional Learning Communities Implementation

- ◆ Ensure high levels of learning for all students.
- ◆ Grades K-12

Department of Instruction

- ◆ Training on Essential Standards and Standards Based Learning
- ◆ Reorganization of curriculum documents in Canvas to better align with PLCs
- ◆ Focus on extension and intervention strategy development
- ◆ Meeting now to review grading guidelines K-12



Principal and Assistant Principals Training

- ◆ Focus on campus culture and building leadership capacity
- ◆ Solution Tree Professional Learning Communities (PLC)



Central Administrator Training

- ◆ Solution Tree Professional Learning Communities (PLC)
- ◆ Book Study “Ruthless Equity” by Ken Williams

ADVISORY



TRANSPARENCY

The box contains two rows of icons. The top row includes: a magnifying glass over two people, a handshake, a scale of justice, a person in a target, an eye, a winged figure, and a person sitting. The bottom row includes: a head with a brain, a group of people with checkmarks, a hand holding a stack of money, a prohibition sign, a document with a magnifying glass, a speech bubble with stars, and a hand holding a heart.



**ANY
QUESTIONS?**

Thank you!