

**2017-18 Equity Action Teams**  
**Summary of Brainstorm on Sticky Notes**  
**October 25, 2017**

**1. Black Family Advocacy and Support Group**

- Buddy Families: student buddies and family buddies
- Broader parental involvement: Outreach in PTA/meetings/school
- Ambassador program
- Use Room Parent role to improve connections (Scholars Team and PTA working on)

**2. Discipline Disproportionality Team**

- Disproportionality in office referrals
- Student connections to school
- Staff bias/response to incidents
- “The Guide for White Women Who Teach Black Boys” by Ali Michael Parent/Faculty/Admin – this is an amazing resource
- Support for safe, more structured recess

**3. Facilitating Conversations About Race and Equity Team**

- Cultural Competence work for parents, teachers, students
- Parent/Adult Education around race and privilege
- Thurgood Marshall movie night and dialogue
- Social Justice events
- Reading/Discussion Group regarding race and gender issues to further understanding anti-racism, anti-sexism, implicit bias.
- Understanding Racism book group/ Understanding Whiteness book group
- White people’s work – to deal with white supremacy in our families, school, work, social groups (our part of dismantling racism)

*Conversations With and Among Students:*

- Students have become more aggressive in bullying (psychological). How do we tackle this issue directly?
- Students use the work slavery at the wrong time, wrong place and use it obsessively. Students are being called names because of race. Sexist comments are being made.
- Peer Group with students interested in Racial Equity. Implementing equity groups to involve students directly.

*Recommended Events/Trainings:*

- Nov 19 12-4 Anti-Racism Training Washington Hall
- Heather Hackman
- Implicit Bias Training
- Race: The Power of Illusion

#### **4. Gender Issues Team**

- Gender inequity
- Lack of girls in HCC
- Harassment at school
- Supporting girls when they speak up
- Stop harassment of kids who don't follow expected gendered behavior/dress

#### **5. Racial Equity in HCC Team (broader team district wide)**

- Diversity in HCC
- Outreach around access to testing
- Segregation in schools through HCC and Spectrum
- Racial Equity HCC and culture
- I'm new to the building so I am not too familiar with issues of inequity but the lack of diversity in the two programs would be a concern to me

#### **6. Social Studies Team**

- Address bias in curriculum
- Perception of Kenya, Curriculum
- Introducing students to Ethnic Racial History earlier (4<sup>th</sup> Grade?) (Kindergarten!)

#### **7. Supporting our Scholars Team**

- Explicit language we use to talk about the various programs at our school with students
- Identity as neighborhood school
- Lack of feeling of one school
- Relationship between kids in blended classes
- "One School Spirit" increasing pride in Scholars
- Increasing rigor in Scholars Program
- Improving the caliber of the Scholars Program (both perception and quality)
- African American males are disproportionately disciplined compared to other students. How can we support these students at school?
- Make Scholars Program a sought out option for kids performing below, at, and above grade level.
- Relational division between HCC/Scholars parents is awkward.
- Increasing family involvement in Scholars Program.
- Digital Divide

#### **One School/Community Engagement (Share with PTA)**

- Building a Sense of True Community across all programs (parents, students, teachers)
- Doesn't feel like a neighborhood school
- The appearance of 3 very distinct programs with the HCC held as the ultimate to strive for
- Strong plans for differentiation in all programs
- Support for parents based on needs of children

- Improve students' relationships in blended classrooms and between students around race/inequity
- Air and Environment quality
- Bus Concerns
- Use Room Parent role to improve connections (Scholars Team and PTA working on)