

Purpose of Equity Action Teams

The purpose of the Equity Action Teams is to work toward creating a school where every family and child feels welcome, feels a part of the community, and has a voice. The Equity Action Teams focus on various priorities in creating equity. We work to foster conversation around equity and community.

History of Equity Action Teams

2014-15:

Thurgood Marshall was selected as one of the first schools to be part of district "Racial Equity Team" work to better ensure that schools offer all students equity in educational opportunities. Staff embarked on work looking at academics, discipline, and school climate with a staff team. They continue to meet monthly.

TM PTA worked with CPPS (Community and Parents in Public Schools) to hold a workshop and follow-up meetings, helping to engage and hear from families that had in recent years not felt like a part of the bigger school community. That year the PTA teamed with Coyote Central to create the Pillars art piece on MLK, with one of the highlights being a gathering of ideas around what Thurgood Marshall means to each of us at the Northwest African American Museum.

2015-16:

TM families became more involved in looking at equity. The PTA fall meeting focused on people's inherent biases with a visit from the author of Blindspot and the PTA winter meeting focused on perspectives on equity from District officials with a panel and Q and A.

In Feb, April, and June 2016 staff and parents met to create and work on next steps, through "Equity Action Teams." These groups were:

- Field Trips (including all students from the same grade level)
- Advocacy and research around Title I funding
- Increasing Diversity in HCC
- Identifying areas for potential academic integration – Social Studies
- Create protocol for school events
- Looking at PTA Enrichment through an equity lens

Equity Action Team members and new interested members met during the summer for a picnic on the school playground.

2016-17:

Six Equity Action Teams were formed based on staff and family input and needs reflected at the end of the last school year:

- Black Families Advocacy Support Group
- Facilitating Conversations Around Race and Equity
- Gender Imbalance in HCC
- Improving General Education
- Racial Equity in HCC
- Social Studies Curriculum- Bringing in Diverse and Community Perspectives

We met quarterly as a larger group with the goals of building understanding through connection and walk in others' shoes activities and also sharing out what individual teams were working on.

A Leadership Team was formed this year to plan the larger meetings and guide the work.

A PTA Equity Liaison role was created to ensure communication between the TM PTA and Equity Action Teams.

Updated 5/22/17