

Diversity, Equity & Inclusion Update

A Presentation to the Wellesley School Committee | February 2, 2021



Objectives

- Overview and Update
- Strategic Plan Preview
- Questions



“

Because inequity is so deeply embedded within educational systems, identifying and dismantling inequities must be a deeply embedded precept of leadership. Equity will never be achieved if it is approached as a stand-alone initiative or add-on project.”

The Leadership Academy

Overview and Update

Overview and Update

Mission

We believe it is our moral responsibility to welcome, celebrate and affirm the full spectrum and intersections of human differences in, and beyond our community. We will create a culture that celebrates advocacy and pursues justice for all, especially those from historically marginalized communities. We will practice risk-taking, and challenge one another to continuously examine systems of privilege and bias, and work collectively to disrupt and dismantle inequity in all its forms.

Overview and Update

Racial
Identity
Development

Unconscious
Bias and
Anti-Racism

+

Equity
Literacy;
Racial
Literacy

Culturally
Responsive
Practices &
Diversify
Staffing

- Significant Disproportionality
- Opportunity/Achievement Gaps
- Educator and Student Experience

Overview and Update

URGENCY

Laser focus on the main thing: How to improve outcomes for students

01

AGILITY

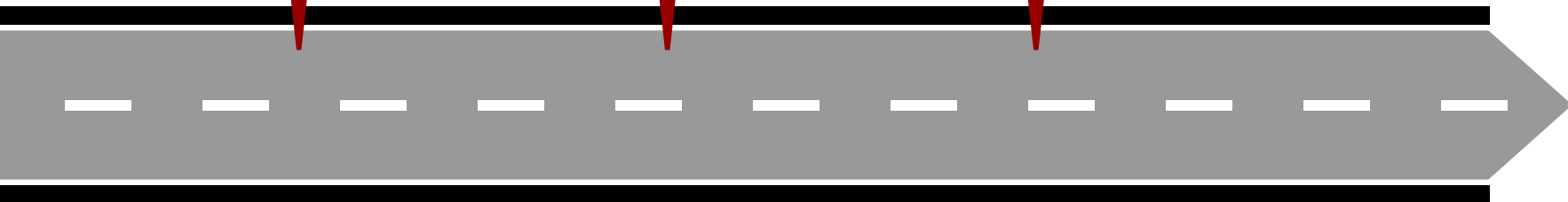
The global pandemic has changed schooling landscape

02

COHERENCE

Shared understanding, shared goals, shared ownership for outcomes

03



Overview and Update

How Do We Define Equity*?

Outcomes are not correlated with race, ethnicity, sexuality, gender, or ability.

Fairness and justice NOT sameness

Identifying and eliminating racism, sexism, heterosexism, transphobia, ableism, and other forms of bias and discrimination

Fairly distributing (and sometimes redistributing) access, opportunity, and participation

Overview and Update

Equity Work in SY20-21

KEY PARTNERSHIPS

- DESE
- Panorama
- Courageous Conversation

Leader Capacity

- Courageous Conversation
- Culturally Responsive Leadership
- DE&I Leadership Council

Educator Capacity

- Equity Facilitators
- Equity Literacy Coursework
- DE&I Leadership Council

Student Capacity

- DE&I Student Advisory Council
- 24/7 Respect
- Affinity Spaces for Students of Color

Are our efforts resisting or maintaining the status quo?

Strategic Plan Preview

The following is a preview of our five-year equity strategic plan, illustrating seven core commitments.

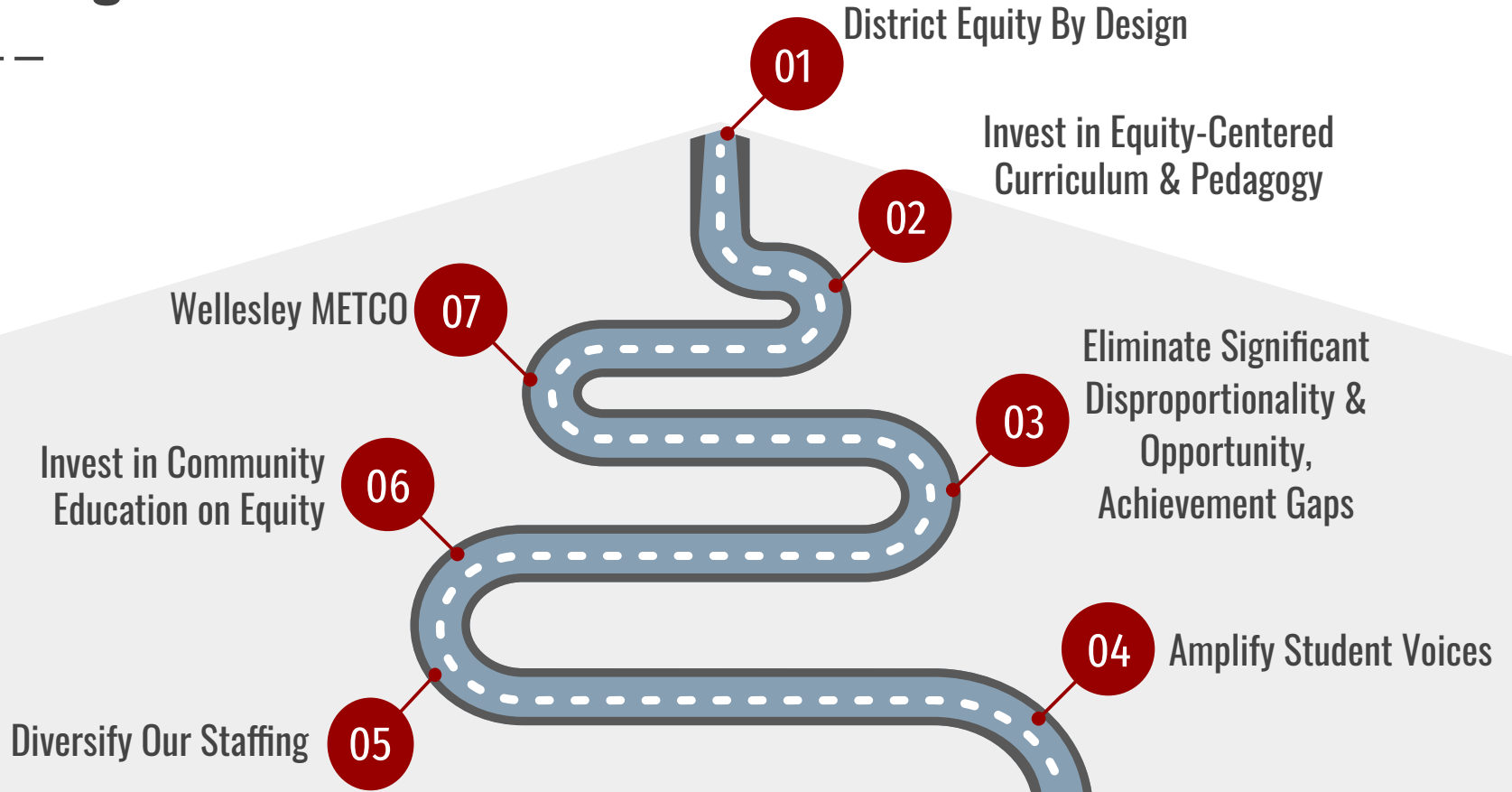


Strategic Plan Preview

Theory of Action

IF we approach our commitment to diversity, equity and inclusion with a mindset of “equity by design”; invest in systems and infrastructure that support equity and shed light on inequity; amplify the voices of students and the most marginalized in our community; invest, with a posture of humility, in continuous learning and awareness of the impact of race on schooling; **THEN** we will become a district that closes opportunity and achievement gaps, that is free of the manifestations of bias and racism, and that is culturally sustaining, thereby improving the life outcomes for students, faculty and staff, and the community.

Strategic Plan Preview



Questions

THANK YOU!

Contact Us

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