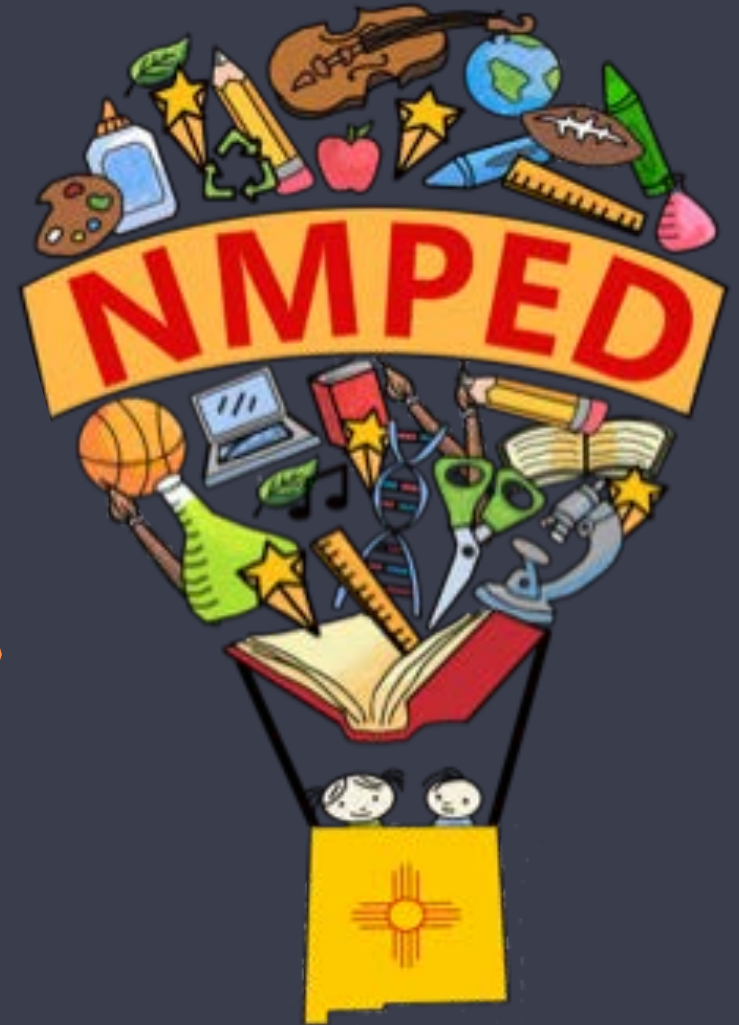


Equity Council Launch Convening

Day One- March 5th, 2020

Investing for tomorrow, delivering today.



Welcome!



Welcome:
Secretary Ryan
Stewart



Our Team



Kara Bobroff
Navajo/Lakota
Deputy Secretary of Identity, Equity and Transformation
Acting Assistant Secretary of Indian Education
New Mexico Public Education Department



Landon Mascareñaz, Ed.LD.
Vice President, Community Partnership
Colorado Education Initiative



Mayra A. Valtierrez
Director of Language and Culture / Hispanic Education Liaison
New Mexico Public Education Department



Everette W. Hill, MA
Principal & Managing Director
Social Innovation Strategies Group, LLC

Using Your Journal



Day 1: Agenda

Time	Session	Speaker
8:15	Welcome	Secretary Stewart
8:30	Overview of Day & Introductions	Mayra/Landon
9:00	Our Moment	Deputy Secretary Bobbroff
9:30	Yazzie Martinez – Potential for Change	Mayra
10:00	Equity Through Truth & Reconciliation	Everette
11:00	Centering Equity In Your Community	Landon
12:00	Community Equity Networking Lunch	
12:55	Energy Builder	
1:00	Equity Council Aspiration & Stakeholder Mapping	Landon
2:30	Expert Sessions	Various Leaders
4:00	Closing	

Day 2: Agenda

Time	Session	Facilitator
8:00	Breakfast	
8:30	Welcome/Overview	Mayra/Landon
9:00	Student Panel	Deputy Secretary Bobbroff
10:30	Equity Council Lead Work Time Part 1: Open Space	Landon
11:30	Equity Council Lead Work Time Part 2: Personal Work Time	Landon
12:30	Lunch & Next Steps	Landon/Mayra
1:00	Closing	

Proposed Norms

- **Stay engaged**
- **Speak your truth**
- **Experience discomfort**
- **Expect and accept non-closure**
- **Isolate race, intersect -isms**

*Adapted from Glen Singleton's Courageous Conversations
about Race in Education*

Equity Council Launch Arc 2020



Our Essential Questions: Establish Phase

Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

Question 2: How do we establish an equity council that is set up to succeed in advising the district or charter school on budget, services, and programs?

Question 3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?

Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?

Reflect: Essential Questions

Which of these questions are you most excited to learn about?

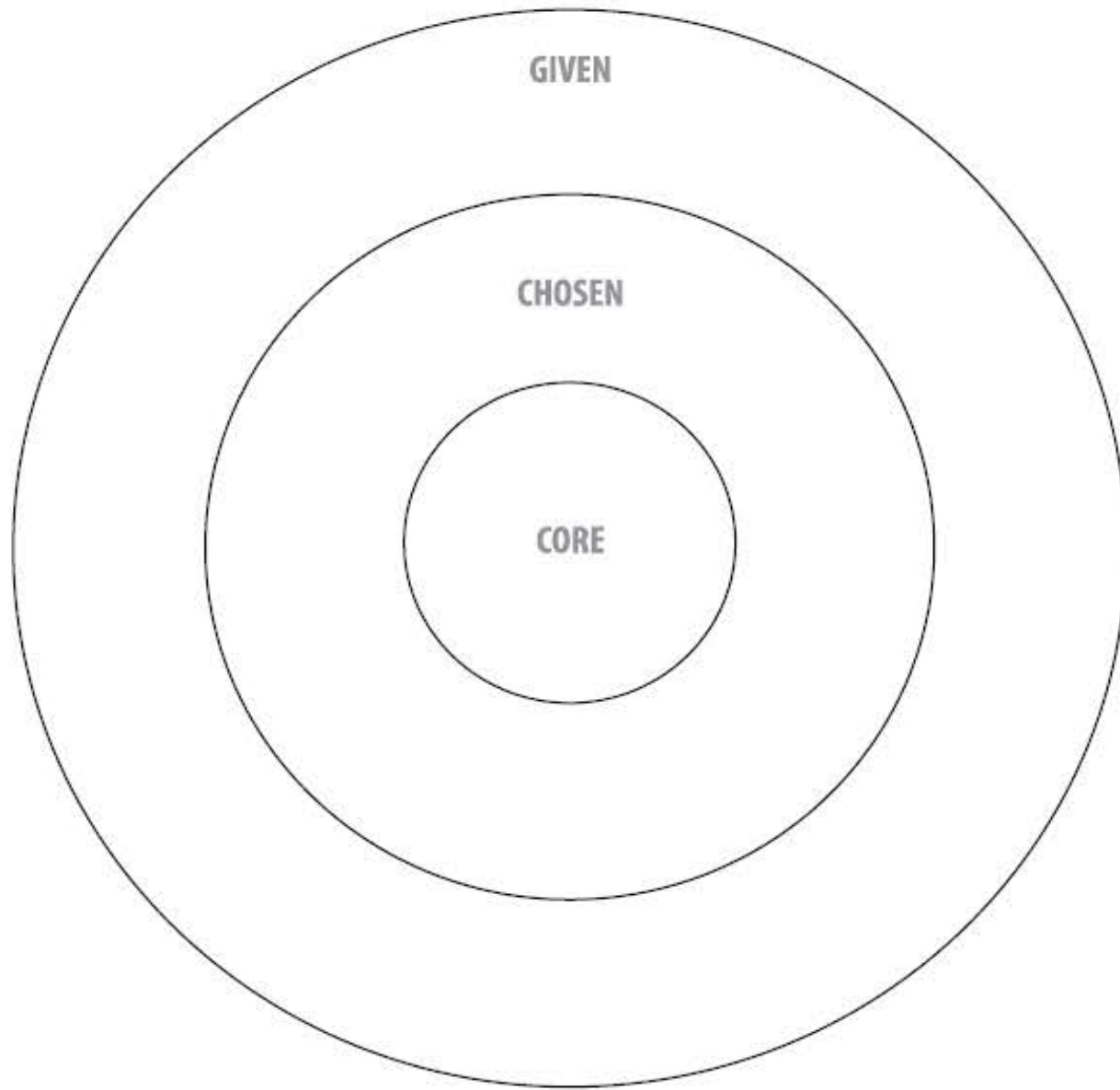
Which do you need the most support in?

Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

Question 2: How do we establish an equity council that is set up to succeed in advising the district or charter school on budget, services, and programs?

Question 3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?

Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?



Introductions: Social Identity Map

Our Moment



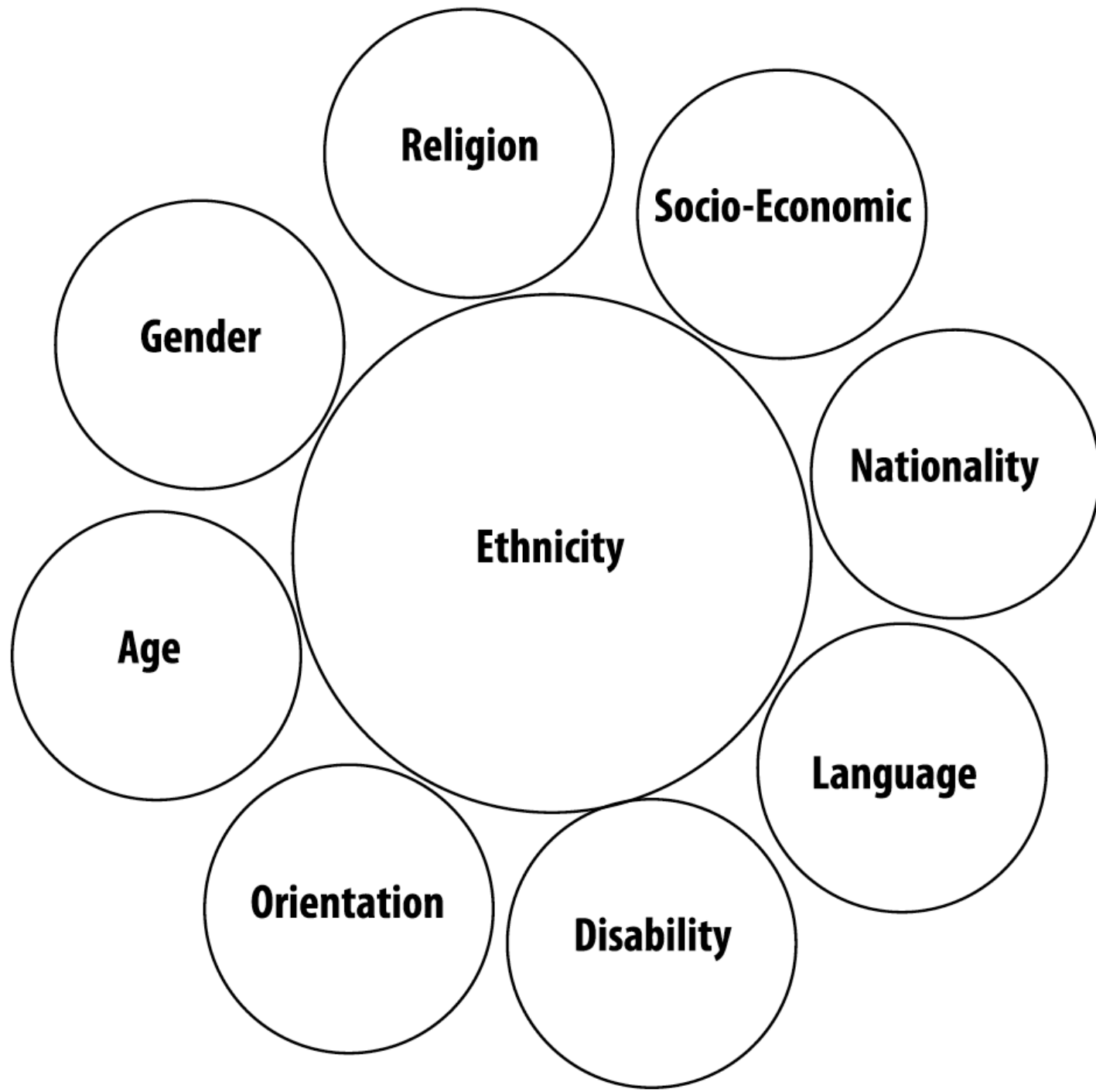
Kara Bobroff
Navajo/Lakota

Deputy Secretary of Identity, Equity and Transformation
Acting Assistant Secretary of Indian Education
New Mexico Public Education Department

Yazzie Martinez – Potential for Change



Mayra A. Valtierrez
Director of Language and Culture / Hispanic Education Liaison
New Mexico Public Education Department



**Rings of
Culture
Activity**

Truth, Reconciliation & Healing



Everette W. Hill, MA
Principal & Managing Director
Social Innovation Strategies Group, LLC

Everette Hill


Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Truth, Reconciliation & Healing

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Truth, Reconciliation & Healing


Purpose: To improve our capacity as communities and as a country to see ourselves in each other, so that we can shape a more equitable future with opportunities for every child to thrive



Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Truth, Reconciliation & Healing

- 1) Creating a shared understanding that at the heart of injustice is the fallacious belief that there is a taxonomy of human worth.
- 2) Unearthing the truth, through storytelling, about the history of inequities in our communities, systems, structures, policies and practices that have embedded and perpetuated inequities.
- 3) Beginning to build deeper, more inclusive relationships that enable communities and communities of practitioners to develop a new vision of equity that is supported by societal frameworks.



Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Truth, Reconciliation & Healing

1) Narrative-Developing a new narrative that is inclusive and supportive of all people, with a common sense of shared worth across humanity.

How will lead your Equity Council to develop new, shared narratives about the history of education in NM and of schooling in your community?

What do we all know about our schools, our student's and how they are taught?

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

2) Vision-A shared vision of equity that is relatable, achievable, able to be communicated and contains components that are measurable.

How will your Council support the development of a vision of equity that goes beyond compliance to commitment and embraces being accountable to equitable practices in your schools/districts?

What policies, curricula or strategies might be redesigned or redeveloped to help achieve this?

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

3) Supportive Structures- Localized equity initiatives are supported by policies, procedures, metrics and practices that lead to equitable outcomes.

What policies, curricula or strategies might be redesigned or redeveloped to help achieve this?

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?


4) Assessment -Developing a set of measures designed around equitable archetypes that allow for a true assessment of our current realities.

How can the stories of all of the current realities of school/district spending become shared understanding and opportunity to direct human resources, community assets and targeted funding to the areas where the neediest students are benefitting from them?

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

5) Accountability-On-going commitment to being able to demonstrate measurable progress to a comprehensive vision of equity.

How can we demonstrate that we have indeed been accountable to our shared vision and that the accountabilities are pervasive, systemic and intergenerational?



Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?


Truth, Reconciliation & Healing



1. There must be an accurate recounting of history-local, regional and national.
2. A clear and compelling vision must be developed along with achievable goals, short and long-term, with the ability to assess them.
3. Process must be expansive and inclusive in all respects and there must be a deep and unyielding commitment to different cultures, experiences, communities and the voices of those who historically and contemporaneously have not been able to participate.
4. The process of storytelling, healing and building trust must be viewed as a win-win process.
5. There must be a commitment to developing systemic policies that have restorative principles at their center.
6. All involved, including those in the effort and in the surrounding communities should be kept apprised of the work and progress.

Truth, Reconciliation & Healing



1. How will lead your Equity Council to develop new, shared narratives about the history of education in NM and of schooling in your community? What do we all know about our schools, our student's and how they are taught?
 2. How will your Council support the development of a vision of equity that goes beyond compliance to commitment and embraces being accountable to equitable practices in your schools/districts? What policies, curricula or strategies might be redesigned or redeveloped to help achieve this?
 3. How can the story/assessment of the current reality of school/district spending became a shared understanding and opportunity to direct funds to the areas where the neediest students are benefitting from them?
- 

Centering Equity in Your Community



Landon Mascareñaz, Ed.LD.
Vice President, Community Partnership
Colorado Education Initiative

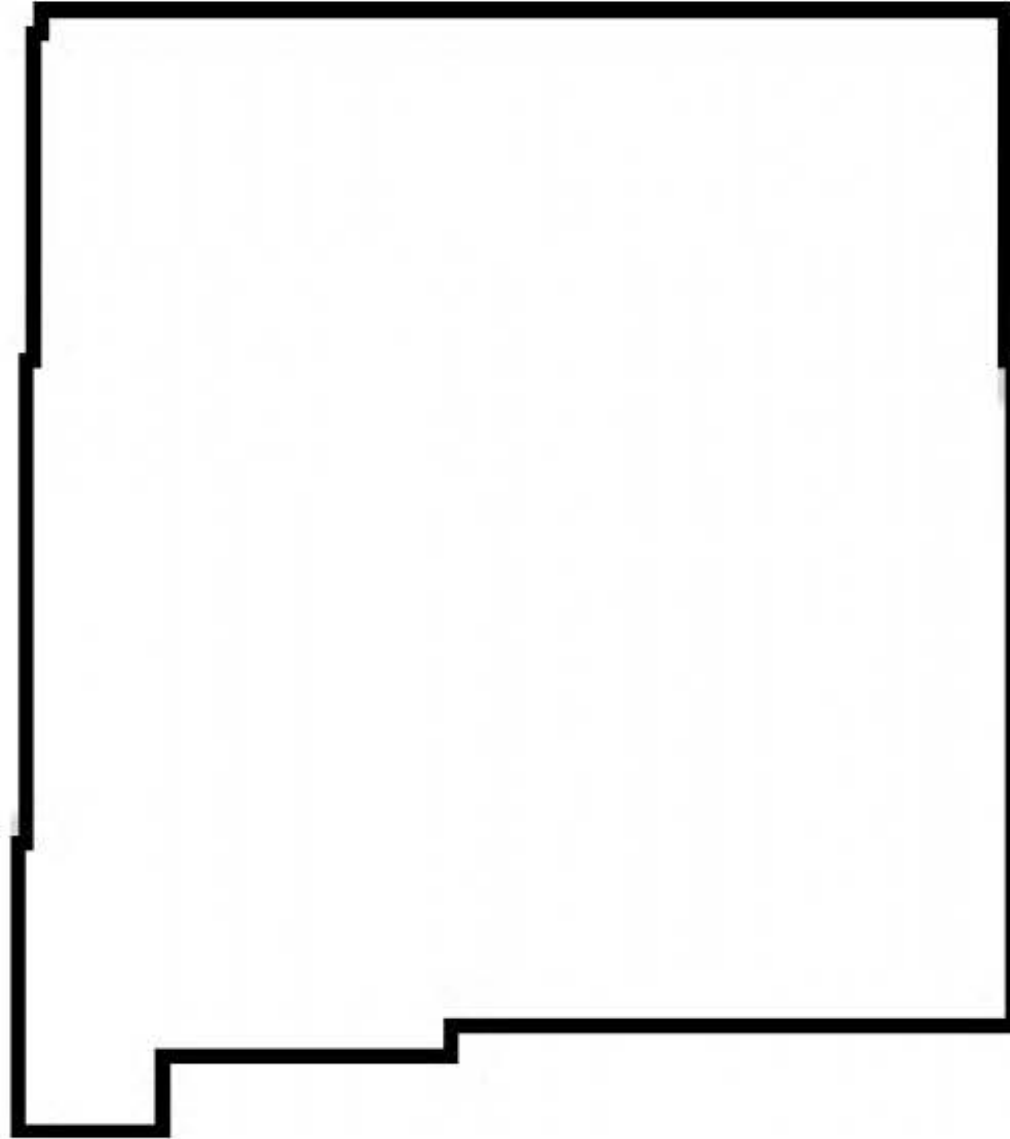
Landon Mascareñaz

Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Centering Equity in Your Community

Personal Reflection:

Based on the conversation we just had, use your journal to describe the inequities that are present in your community and region of the state.



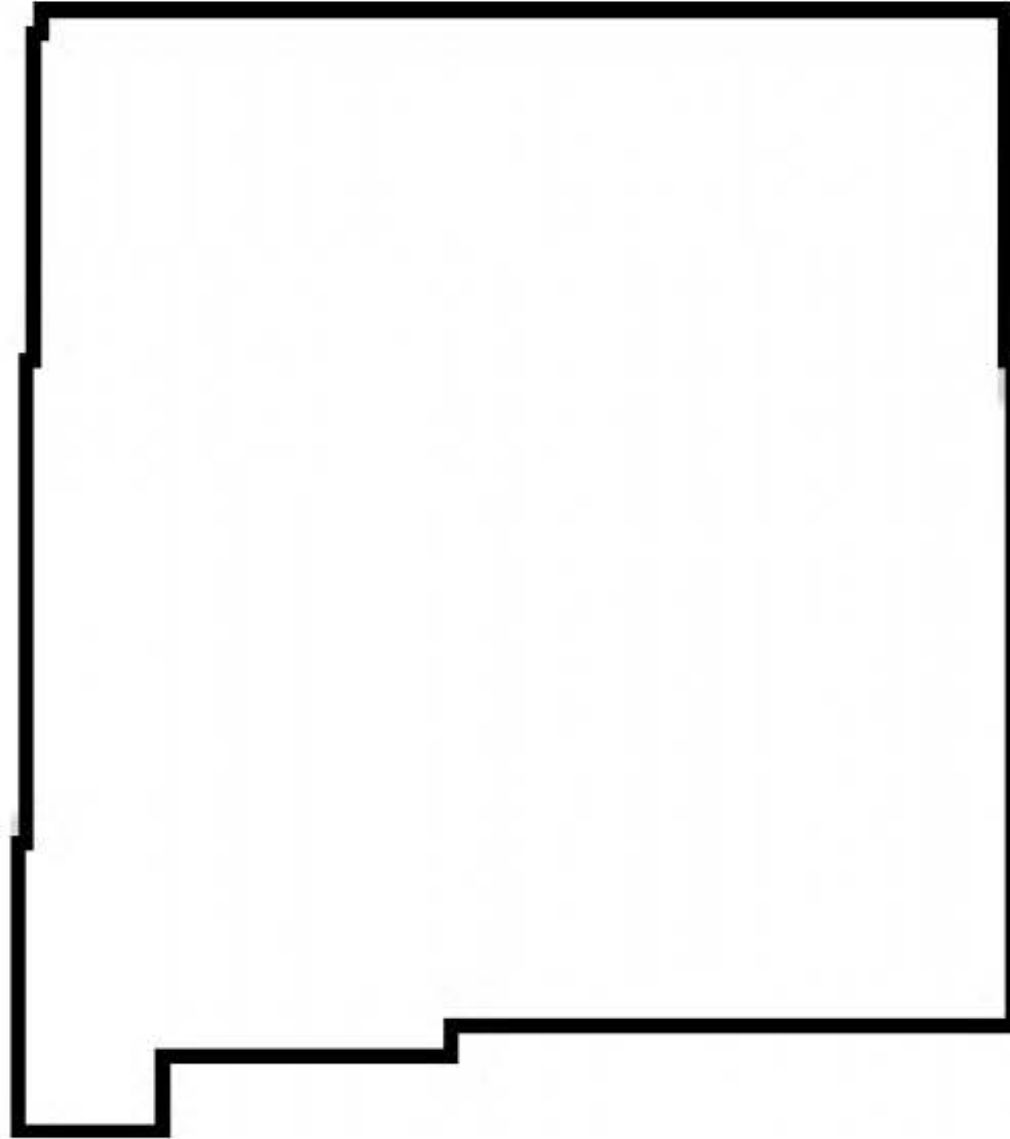
Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Centering Equity in Your Community

Group Reflection:

Find others from your region of the state and share.

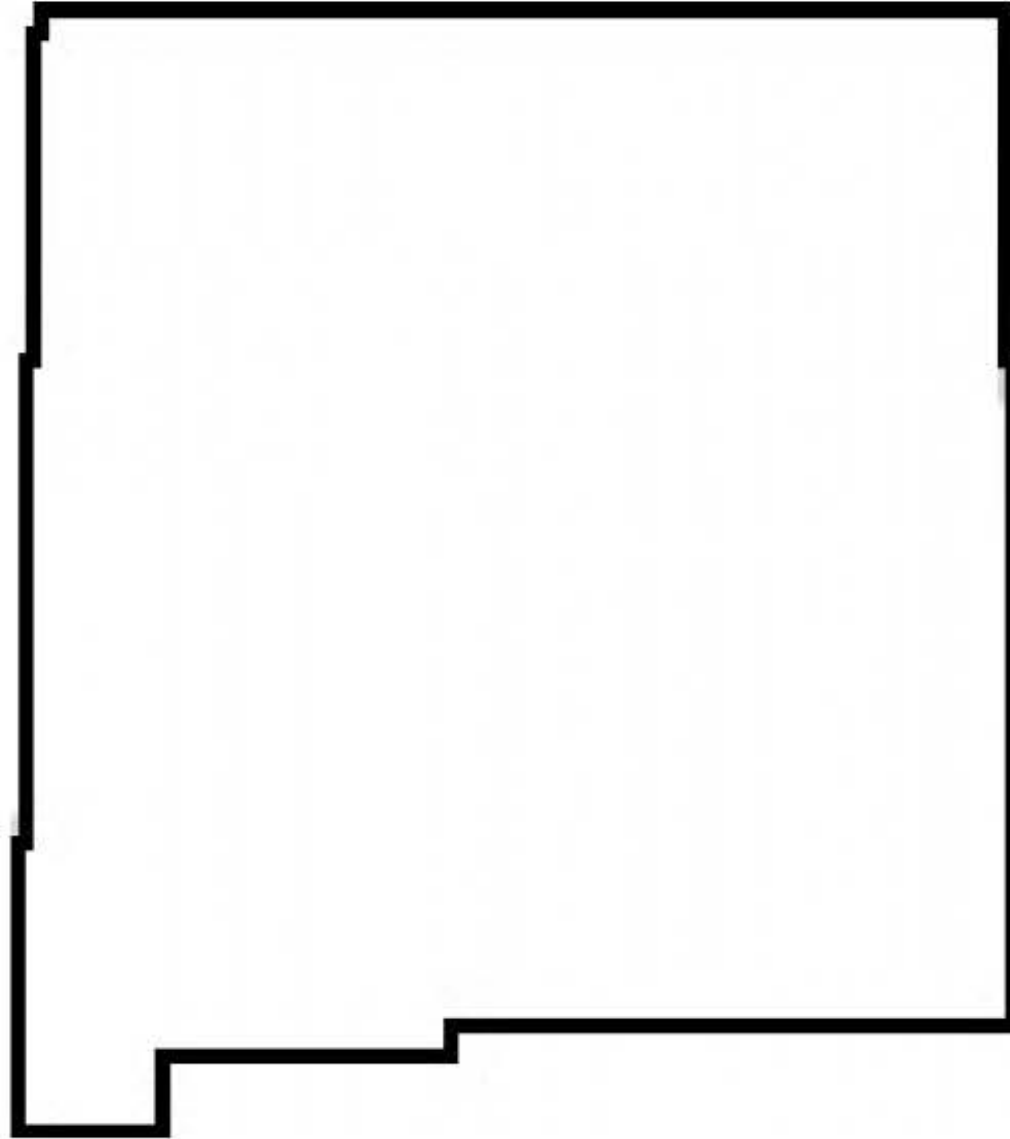
Each person should get 3-5 minutes to share their reflections and discuss.



Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Lunch Task: Connecting with others!

During lunch,
please be
intentional about
meeting with
others from
across NM and
sharing your
reflections from
the past two
hours.



Q1: How is my
district/charter
prioritizing
students and
families
furthest from
opportunity in
the
establishment
of equity
councils?

Your Aspiration & Your Stakeholders



Your Equity Council Aspiration



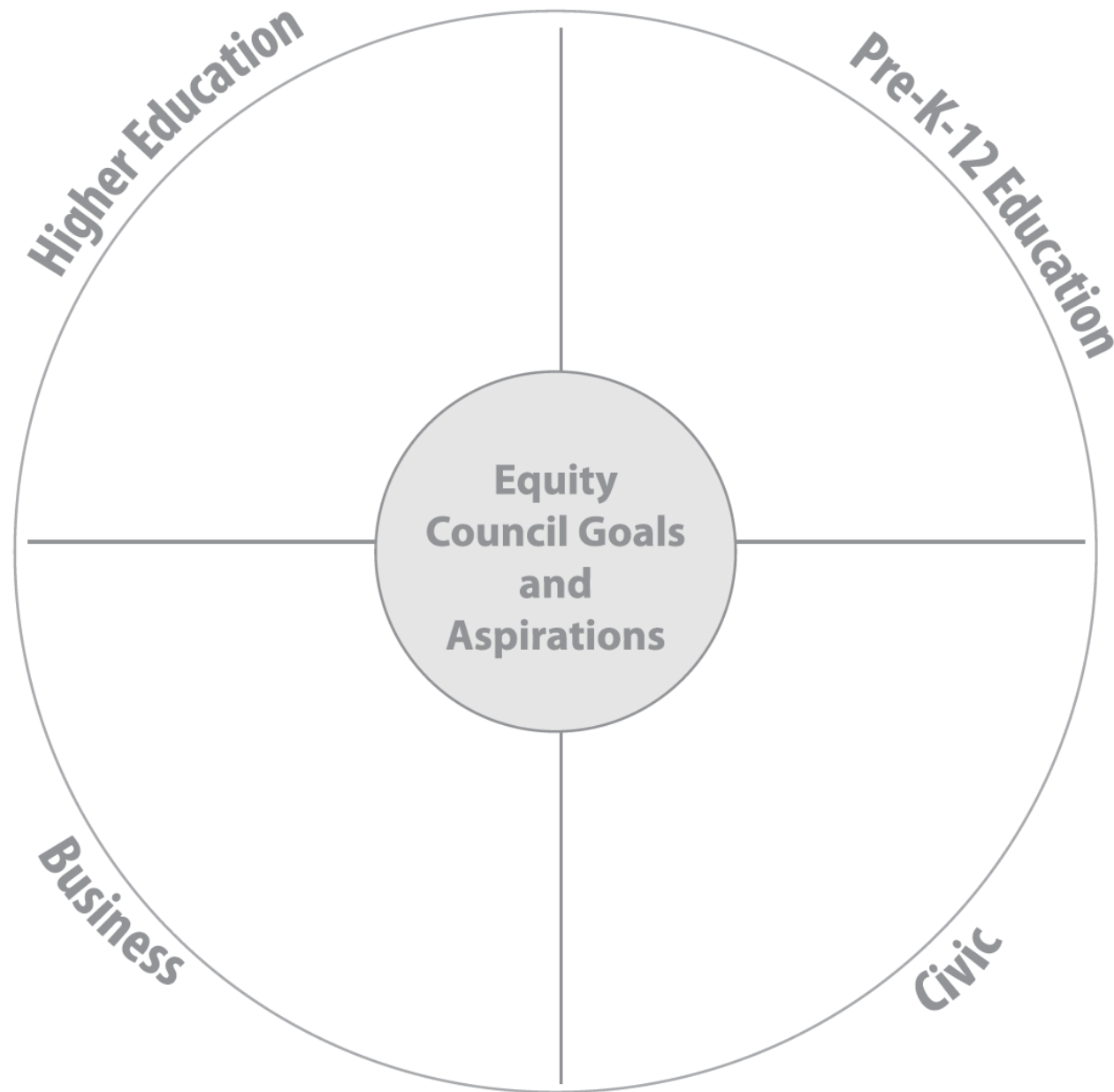
Imagine....

1 year from now, and your equity council is thriving, successful and creating real change in your community.

What is your aspiration for the equity council to achieve this vision?


This should be a 1-2 sentence statement that can help guide you for the next year of your work.

Your Stakeholders: Community Mapping



Expert Sessions

1. EC Membership (Relationship, Membership, Commitments)
2. CLR Framework
3. District and Stakeholder Engagement
4. Building a Shared Understanding of Equity



Rotate every 27 minutes. Take your workbook with you to take notes, network, and brainstorm ideas.

Closing Reflection

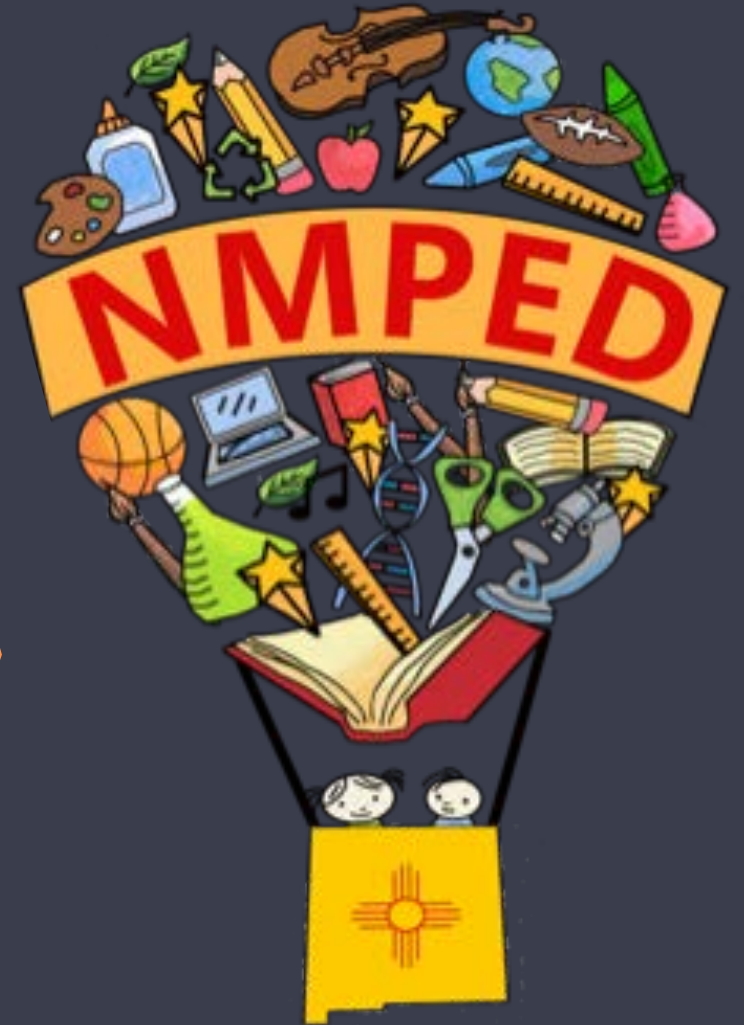
- At your tables, please share your highlights from today as well as questions. Please also share your hopes for tomorrow and beyond.
- Ask an individual to share for your table when we come back to together as a whole group.



Equity Council Launch Convening

Day Two- March 6th, 2020

Investing for tomorrow, delivering today.





Day 2: Agenda

Time	Session	Facilitator
8:00	Breakfast	
8:30	Welcome/Overview	Mayra/Landon
9:00	Student Panel	Deputy Secretary Bobroff
10:30	Equity Council Lead Work Time Part 1: Open Space Equity Council Lead Work Time Part 2: Personal Work Time	Landon
11:30 or 12:30	Lunch and Continuation of Work Time. Closing	Landon/Mayra

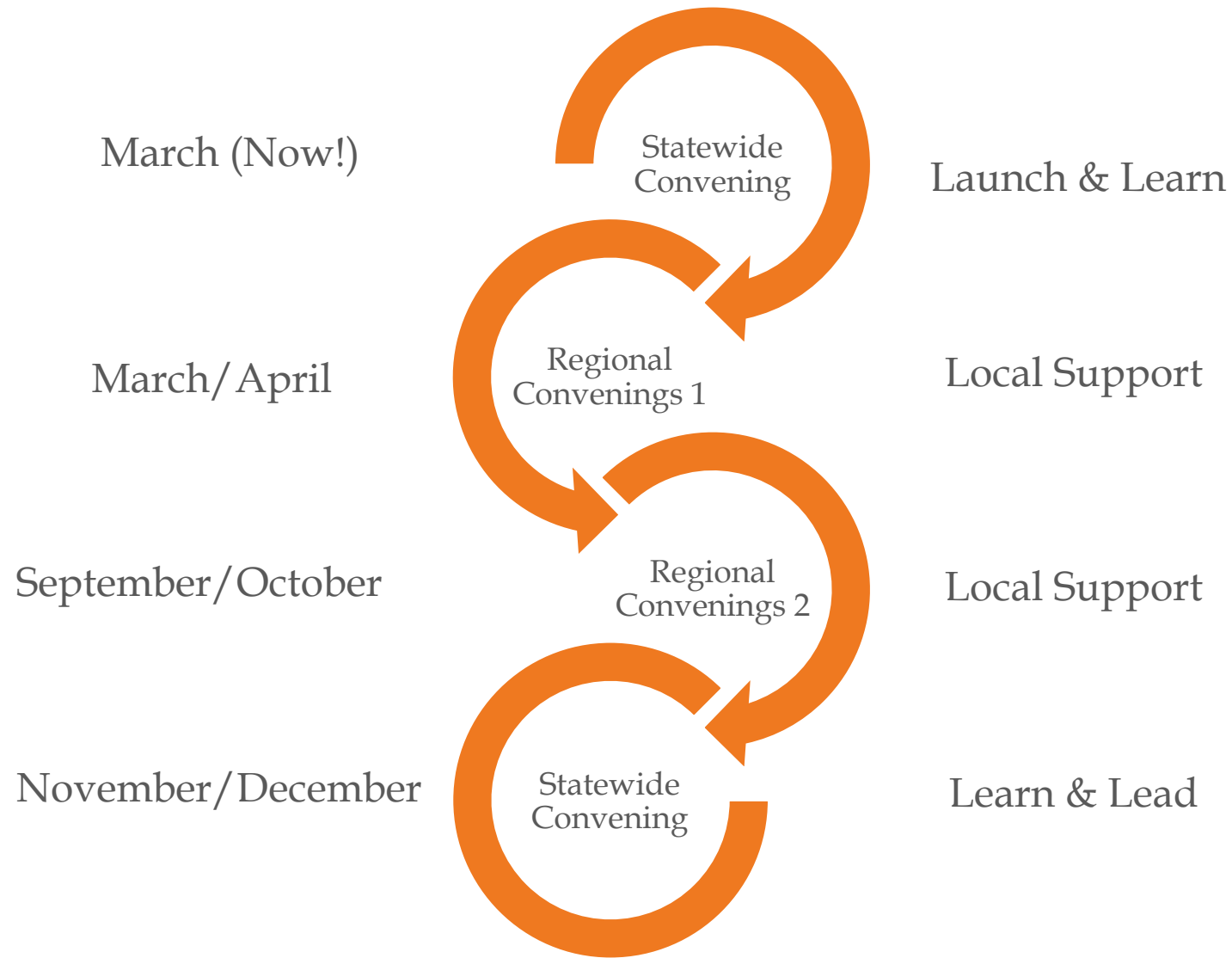
Our Norms

- **Stay engaged**
- **Speak your truth**
- **Experience discomfort**
- **Expect and accept non-closure**
- **Isolate race, intersect -isms**

*Adapted from Glen Singleton's Courageous Conversations
about Race in Education*



Equity Council Launch Arc 2020



Our Essential Questions: Establish Phase


Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

Question 2: How do we establish an equity council that is set up to succeed in advising the district or charter school on budget, services, and programs?

Question 3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?

Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?

Student Panel



Q1: How is my district/charter prioritizing students and families furthest from opportunity in the establishment of equity councils?

Equity Council Lead Work Time

Part 1: Open Space

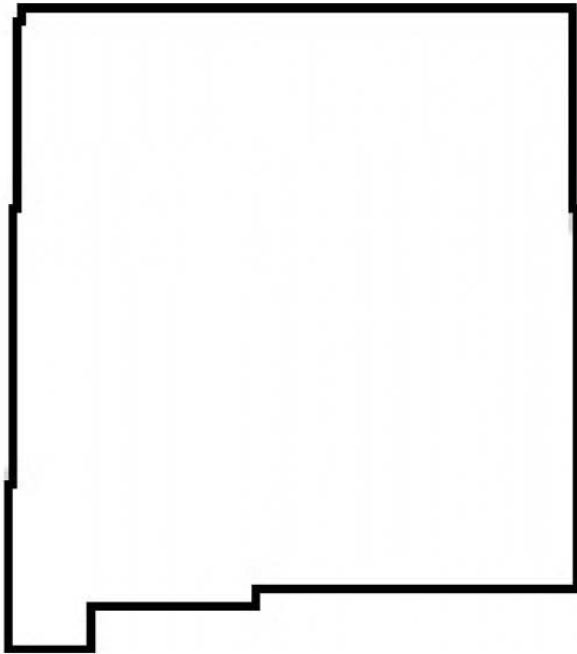


Equity Council Lead Work Time

Part 2: Personal Work Time



Task 1: Revisit the Essential Questions & Center On Your Equity Reflections



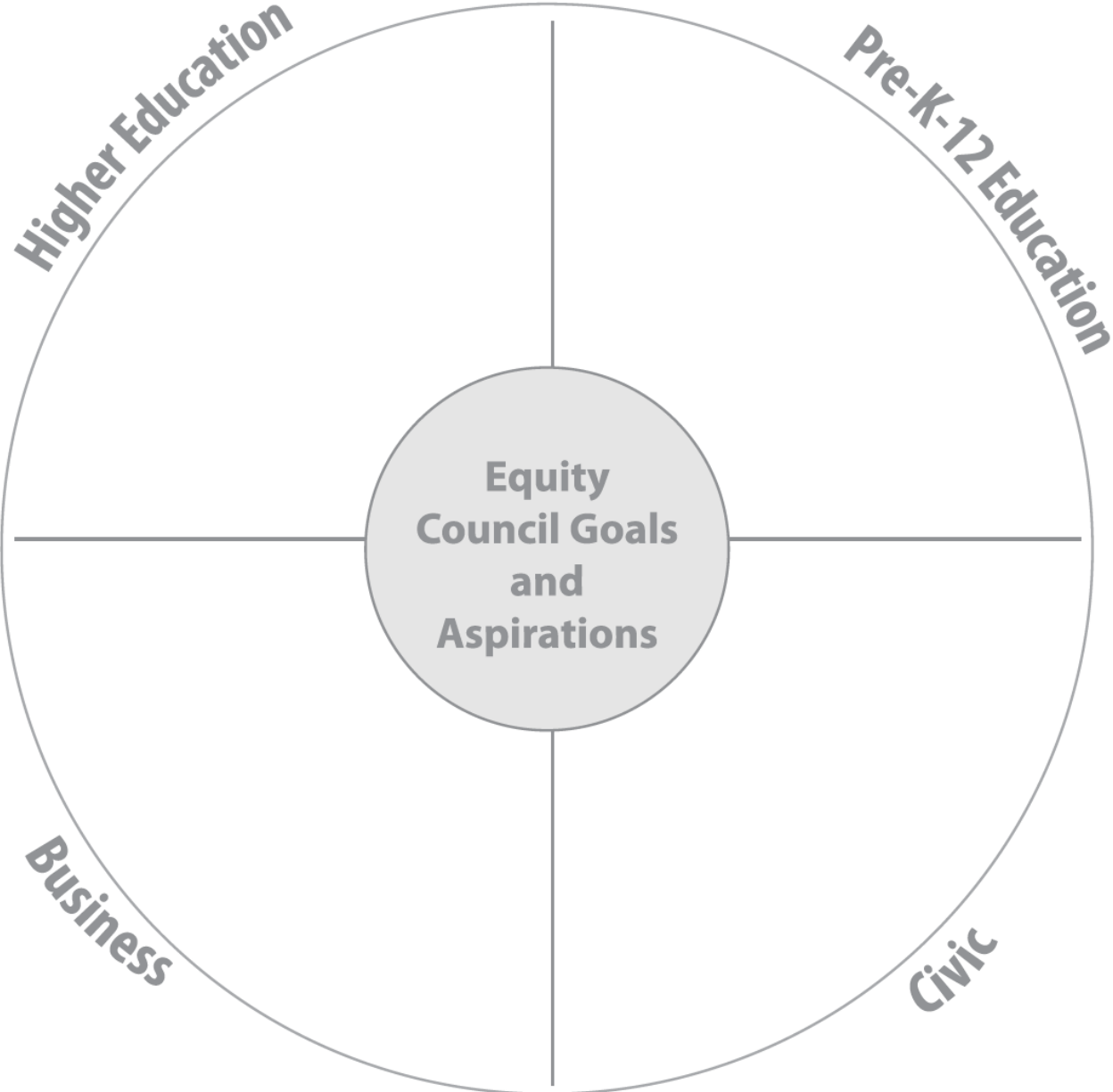
Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

Question 2: How do we establish an equity council that is set up to succeed in advising the district or charter school on budget, services, and programs?

Question 3: How do we establish an equity council that moves the district or charter school beyond compliance to commitment?

Question 4: How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?

**Task 2: Revisit your
aspirations &
community map**



Task 3: Calendar Your Work

TIMELINE: NEXT 12 MONTHS

MARCH	APRIL	MAY	JUNE	JULY
AUG	SEPT	NOV	DEC	JAN



Task 4: Create Your To-Dos

MY EQUITY LEAD TO DO LIST

ITEM	NOTES

Use this to-do list to anchor your learning from this onboarding so that you may

- share with your equity council,
- ensure that relationships are built,
- reach a common definition of equity,
- prepare to engage in the Readiness Assessment process, and
- make informed recommendations to the superintendent, charter school executive director, school board, and governing board.



Task 5: Start Your To-Dos!

MY EQUITY LEAD TO DO LIST

ITEM	NOTES

Use this to-do list to anchor your learning from this onboarding so that you may

- share with your equity council,
- ensure that relationships are built,
- reach a common definition of equity,
- prepare to engage in the Readiness Assessment process, and
- make informed recommendations to the superintendent, charter school executive director, school board, and governing board.



SAMPLE EQUITY COUNCIL SELECTION RUBRIC

Resources

CATEGORY	SCORE 4-5	SCORE 3	SCORE 1-2
Qualified Experiences/Expertise and Interest	Clearly articulated, experience with, and interest in dimensions of diversity and equity that result from different identities, such as ethnic,	May express little understanding of specific issues related to diversity and equity, and have less experience and interest in dimensions	Little expressed knowledge of, or experience with, dimensions of diversity and equity that result from different
	Understands the challenges faced by underrepresented individuals, and the need for all students and staff to work to	Some general understanding of challenges faced by underrepresented individual. May be specific to one group.	Seems not to be aware of, or understand the personal challenges that underrepresented individuals face in school, or feel any
	Intends to be a strong advocate for diversity, equity and inclusion.	Articulates some general ideas around advocacy for diversity, equity, and inclusion.	No specific advocacy experience.
	References experiences that would enhance equity and inclusion in district/charter school.	Some experience that may be generic and unspecific related to equity and inclusion.	No specific experience that would enhance equity and inclusion in district/charter school.

Resources

SAMPLE EQUITY COUNCIL MEETING AGENDA

Welcome/Introductions

Brief overview of Martinez and Yazzie Consolidated Lawsuit

Establishing Common Commitments for the Equity Council

Building a Contextual Understanding of:

- District/Charter School Profile
- Cultural Identity
- People-First Language

Data Review + Group Synthesis of Noticings and Wonderings About Data

Developing a Common Definition of Equity

Evaluation

Resources

ADVISEMENT PROCESS

1. Research and review relevant information (Readiness Assessment (RA) + current district policies, programs, procedures, etc.)
2. Brainstorm ideas for advisements to Super, Execs, Boards based on step 1 research
3. Narrow and come to consensus
4. Design official advisement document (one-pager or package)
 - (a) Participate in budget + narratives design process as an advisory when possible
 - (b) Participate in board meeting regarding budget as an advisory when possible

Notes:

Lunch & Next Steps



Next Steps: Equity Council Launch Arc 2020

