

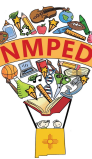
# Welcome. We are so glad you are here.

Statewide Equity Council Leads 2022

*"Equity means that every child gets what he or she needs to succeed,  
as opposed to everyone gets the same thing"*  
–Alan Blankstein

Today's Agenda		
TIME	ITEM	DESCRIPTION
3:30 pm - 4:00 pm	Welcome and Building Background	Welcome, centering, norms and objectives
		Dr. Kurt A. Steinhaus, Secretary of Education
		Review of Equity Councils to date
4:00 pm - 4:30pm	Monthly Content	The Equity Council Support Hub
		Goals for 2021-2022
		Equity in Action items and resources
4:30 pm - 5:00 pm	Reminders & Next Steps	Equity Council Leads Next Steps
		Closing

EQUITY COUNCILS 2022



**Hello**  
**MY NAME IS**

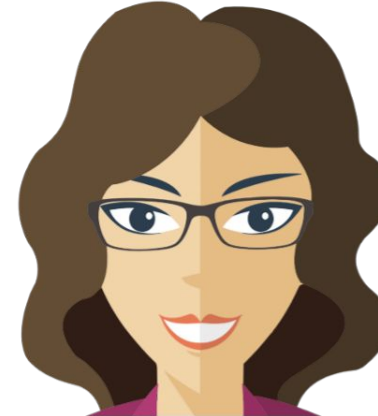
***Please Enter Your Zoom Name As:***  
Name, District/Charter/Organization



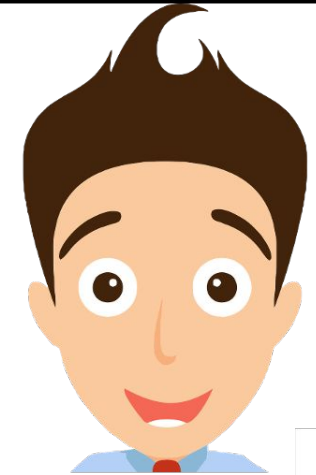
Dan, APS



Gina, NISN



Mayra, NMPED



Joe, NMSA

# Centering

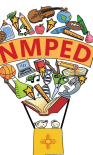
*Look for a  
sample  
practice in  
the  
workbook.*

At the beginning and end of meetings it can be helpful to create space for transition. One way to do this is to check in with our bodies and breath. Inviting participants to breathe deeply, notice sensations in their bodies and allow themselves to be fully present can orient us in space and time, especially as we move from one virtual meeting to the next.



# Meeting Objectives

1. Participants will receive updates on Equity Councils in New Mexico.
2. Participants will learn about what to expect from the February-June statewide convenings.
3. Participants will receive an overview of the Equity in Action Items and other available resources.
4. Equity Council Leads will brainstorm a list of things they will do next with their Equity Councils.



# Norms

*Look for the  
norms in the  
workbook.*

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

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



# Secretary Steinhaus

Kurt Steinhaus was born in Los Alamos, New Mexico, and has dedicated his career to education and advocating for the diverse population of New Mexico students. His Bachelor's degree is in music education. He has two Masters Degrees, a Master of Arts in Music and a more recent Master of Science in Educational Technology from the University of Oregon. His Doctorate, from the University of New Mexico, is in Educational Leadership and Organizational Learning. His prior appointment was Superintendent of the Los Alamos Public Schools. He has also served as director of student programs, education, workforce development, scholarships, and community giving at Los Alamos National Laboratory. Dr. Steinhaus has also served as New Mexico Deputy Secretary of Education, PreK Czar and Education Policy Advisory for Governor Bill Richardson.



# Recap of 2019-2020

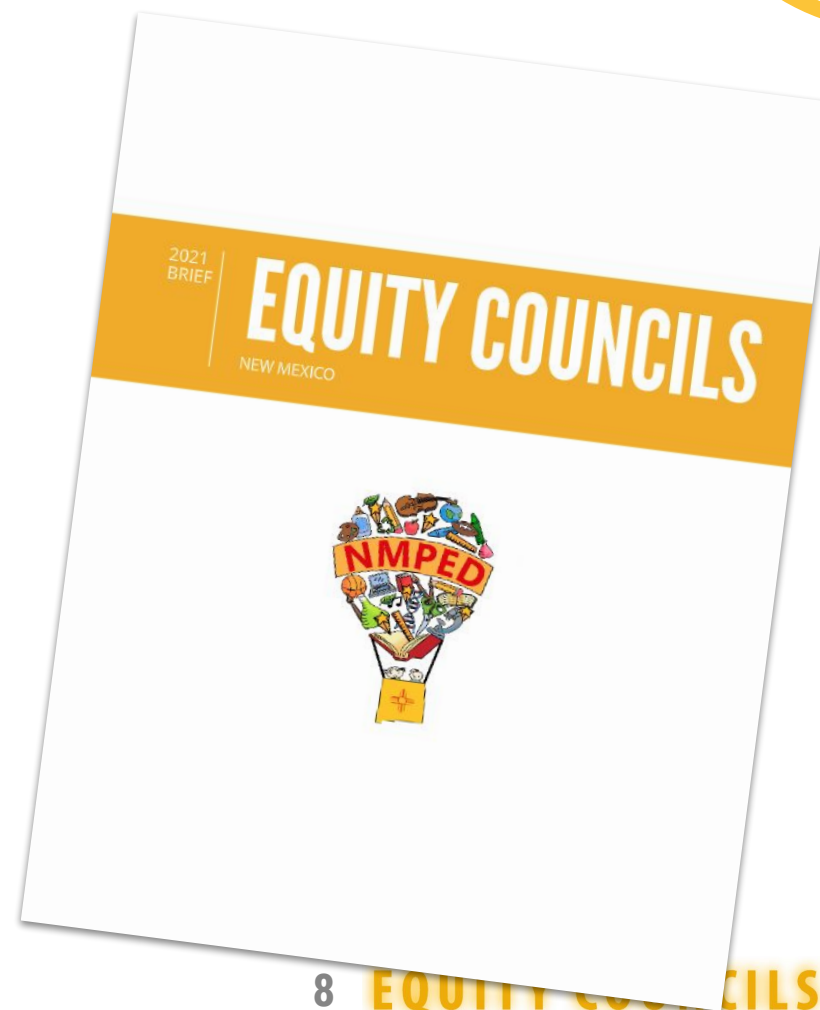
- Equity Council Memo dated November 22, 2019
- Equity Council Leads designated by district/charter school leadership
- Initial steps taken towards forming Equity Councils
- Statewide Convening in Albuquerque on March 5-6, 2020
- Equity in Action Items developed and released with recorded webinars
- Monthly Virtual Meetings for Equity Council Leads
- Provided space for districts/charter schools to begin the 2020-2021 school year



# Recap of 2020-2021

*Look for the  
2021 Equity  
Council Brief  
on the M/Y  
Webpages*

January 2021	Getting to know the Equity Council Support Hub and exploring the current state of NM public education during the health order.
February 2021	Defining equity and setting an intention/goal for the remaining school year.
March 2021	Ensuring equity in education as students and families return to in-person school.
April 2021	Federal education stabilization funds and the equity plan.
May 2021	The Equity Council advisement process.
June 2021	Celebrating Equity Council bright spots.





# Statements from You

*"A school board member suggested that they put it into one of their policies that an **Equity Council member would be part of our district budget committee** which meets monthly and really is a pretty powerful committee and really has access to a lot of the ins and outs of our [district's] budget...the goal of that is to bring that information back to our Equity Council so we could get feedback from the different stakeholders to give back to the board."* -Dr. Roberto Lozano, Associate Superintendent of Equity, Innovation, and Social Justice, Las Cruces Public Schools, and Equity Council Lead

*If it's a young student at one of our small rural school districts who is hungry and ready for a snack while we're meeting...to having a bilingual student with disabilities who gives us the feedback that says, '**you know, this survey that you're doing, you need to tone the language down and get out of the educational language and get it down to a level where my mom will understand it and be able to respond.**' So we took that feedback and we implemented it, and we ran it back through those students, and they came back and said, 'I showed it to my mom and she was excited that she could understand it and was able to interpret what you wanted.'...I can't express how much and how important it is to have those students [on the Equity Council]"* -Bryan Dooley, Executive Director at Region 9 Education Cooperative and Equity Council Consortium Lead

# The Equity Council Support Hub

## Equity Council Support Team

Coordinates tasks, scheduling, meeting logistics, content development, statewide communications, gather and monitor progress, challenges and innovations.



## Service Providers

- Provides thought partnership and content expertise for building and learning across the state.
- Works with districts and charter schools--including Equity Council Leads, Equity Council members, and staff--to provide support.



## Equity Facilitator

- Provides thought partnership and content expertise for building and learning across the state in the monthly statewide meetings,
- Meets monthly with an assigned group of districts and charter school Equity Council Leads to provide support.
- Provides the Equity Council Support Team feedback about progress, challenges and innovations that can be shared statewide.



## Equity Council Leads

Participates in statewide meetings, takes learning and information back to district/charter school leadership and local equity council, as well as lead the work of centering equity and the Equity In Action items.



# EQUITY COUNCIL LEAD:

## Equity Council Leads

Participates in statewide meetings, takes learning and information back to district/charter school leadership and local equity council, as well as lead the work of centering equity and the Equity In Action items.



# The Equity Facilitators

- ABENA MCNEELY
- ALAN BRAUER
- FRANK MCCULLOCH
- HANNAH PERIA
- IAN ESQUIBEL
- KRISTEN LAVOLPA
- NAYOMI VALDEZ
- NICHELLE GILBERT
- OMKULTHOOM QASSEM
- PILI BURKETT
- SASHA PELLERIN
- SEN BURKETT
- TRACEY CORDERO

## Equity Facilitator

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- Meets monthly with an assigned group of districts and charter school Equity Council Leads to provide support.
- Provides the Equity Council Support Team feedback about progress, challenges and innovations that can be shared statewide.



# THE EQUITY COUNCIL SERVICE PROVIDERS

## Service Providers

- Provides thought partnership and content expertise for building and learning across the state.
- Works with districts and charter schools--including Equity Council Leads, Equity Council members, and staff--to provide support.



# Service Providers

## Identified Equity Council Needs:

- Bringing student voice to the Equity Council work at the local level
- Creating and/or updating the CLR Inventory and Framework
- Engaging parents and families in the work of the Equity Councils at the local level
- Parent and family education focused on equity and school culture
- School budget and finance education for Equity Councils, students, families, and community (ie, How Schools are Funded)
- Equity and Anti-racism professional development for equity councils and school/district leadership
- Recruitment and retention of Equity Council members



# Our Goals for 2022

1. Establishing Relationships
2. Differentiated support for Equity Council Leads through the Equity Council Support Hub
3. Centering equity in systems (e.g. policies, processes and programming)
4. Leveraging the equity in action items
5. Focus on Interdependency



# Statewide Meeting Topics 2022

JAN	FEB	MAR	APR	MAY	JUN
State of M/Y Consolidated Lawsuit and Equity Councils	Readiness Assessment and NM DASH Supplemental Module	Equity Plan, Budgets, and NM DASH Supplemental Module	Culturally and Linguistically Responsive Inventory and Framework	Advisement Package	Closing/ Celebration Year 3





# Essential Questions

1. *How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?*
1. *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?*
1. *How do we establish an equity council that moves the district or charter school beyond compliance to commitment?*
1. *How do I support the establishment of structures and systems to ensure effective relationship and partnership between all stakeholders on the equity council?*



# EQUITY

*Removing the predictability of success or failure that currently correlates with any social or cultural factor (such as race or ethnic identity), examining biases, and creating inclusive environments.* -Adapted from the National Equity Project

## EQUITY IN EDUCATION

(CLR Framework)

*Equity in education is a measure of achievement, fairness, and opportunity for students and communities.* -From the New Mexico CLR Framework: Schooling by Design



# Equity & Underserved Defined

*Biden Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (Jan 2022)*

(a) The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

(b) The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.”

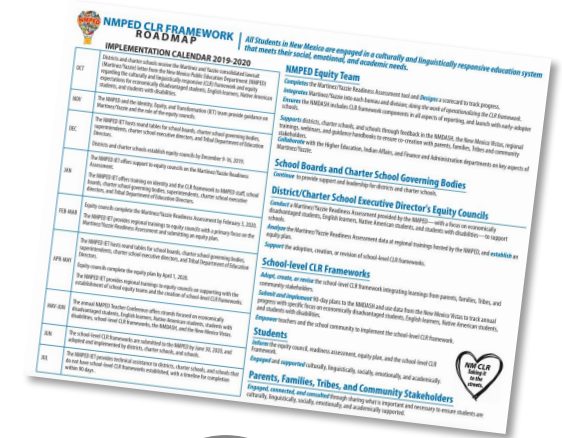


# What's Going On In Your Local Context?

Enter your response in the chat.



# TIMELINE REMINDER



## Readiness Assessment

A tool to support Equity Councils and district/charter school leadership in having meaningful conversations about current services and programs that impact at-risk students.



## CLR Inventory

A tool for district, school, and charter school CLR Team members to determine which CLR framework components may need more focus and/or intentionality.



## CLR Framework

Designed to prepare students for college, career, and life by supporting their identity and holistic development, including social, emotional, and physical wellness, in addition to rigorous academic standards.

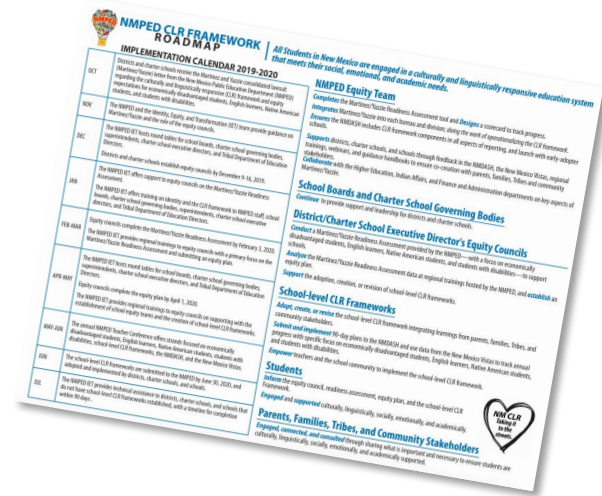
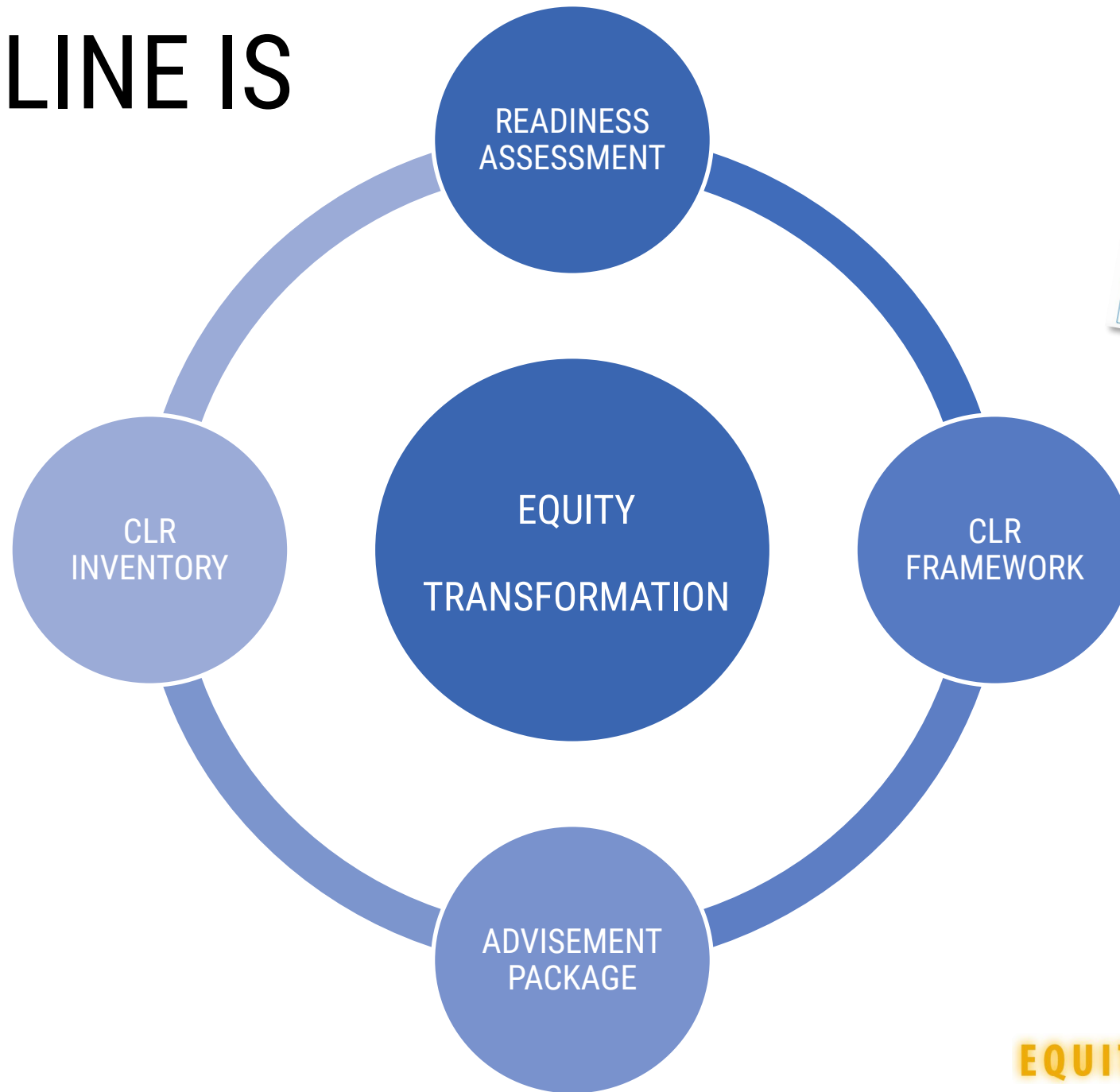


## Advisement Package

The document designed by the Equity Council to advise district/charter school leadership regarding services, programs, and budgetary decisions that impact at-risk students.



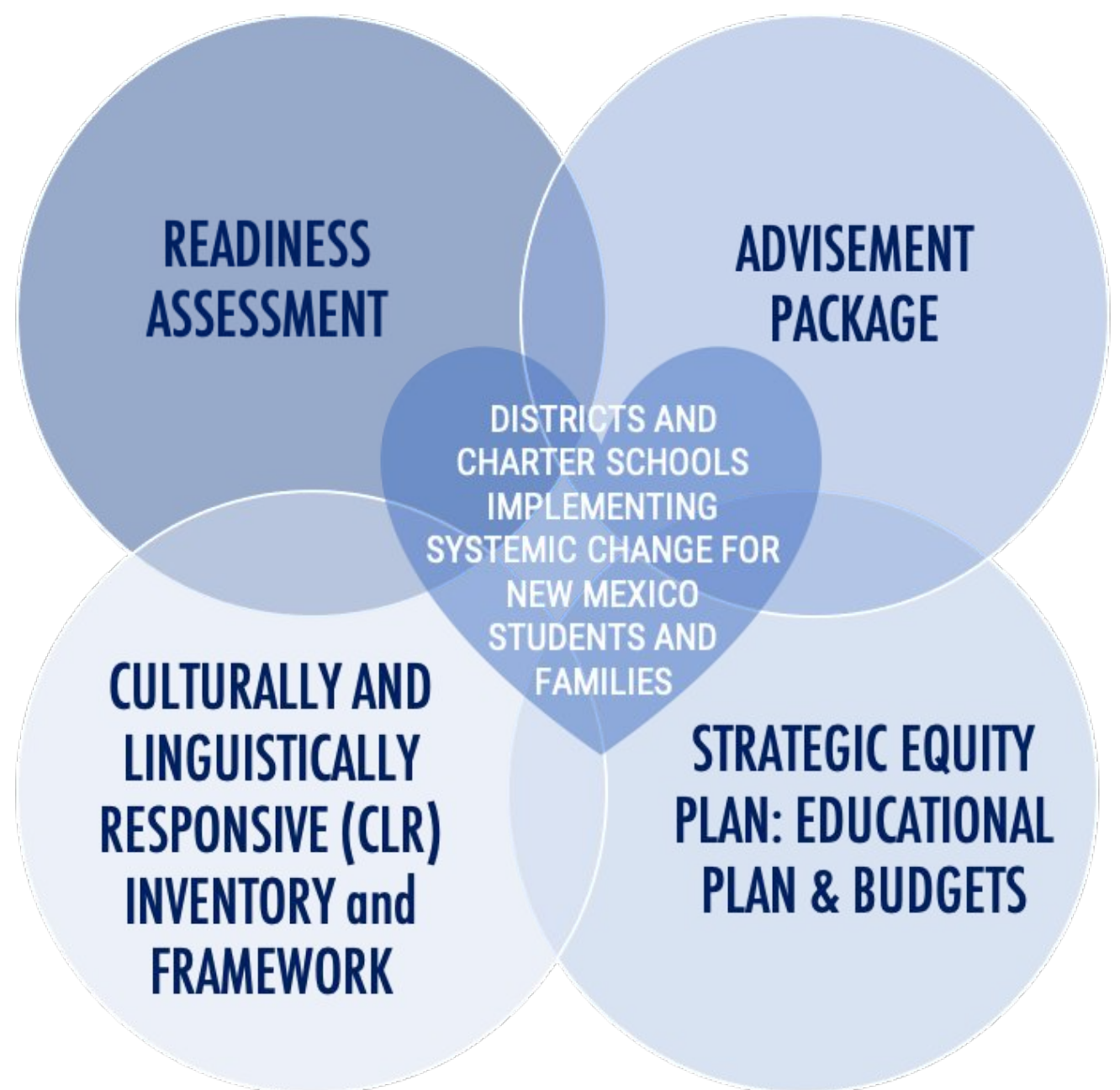
# THE TIMELINE IS FLEXIBLE



EQUITY COUNCILS 2022



# Equity In Action



# EQUITY IN ACTION RESOURCES



## AWARENESS of inequity

Martinez and Yazzie Consolidated Lawsuit  
Timeline Since Orders

Martinez and Yazzie FAQs

EC Essential Questions/FAQs

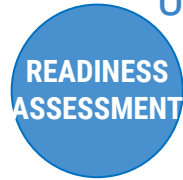
November 22, 2019 Memo Regarding Equity  
Councils

Sample Template for Consortium Agreement

EC Selection Rubric

March In-Person Statewide Meeting

EC Onboarding Training Workbooks



## UNDERSTANDING of inequity



Martinez Yazzie Practice Readiness Assessment

NMPED CLR Framework Roadmap Revised

CLR Framework Inventory

Nov. 2019 Equity Council Webinar and Frequently  
Asked Questions Revised

February, April, May and June 2020 Equity Council  
Updates Webinar

EC Statewide Meeting PPT Jan 2021



## TRANSFORMING towards equity



Educational Plan and Budget Submission  
Process 2020-2021

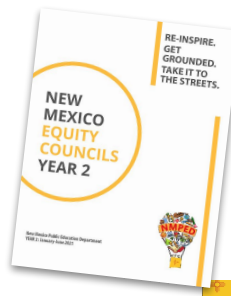
Equity Councils: Equity in Action One-Pager

EC Advisement Process

June 2020 CLR Framework Webinar

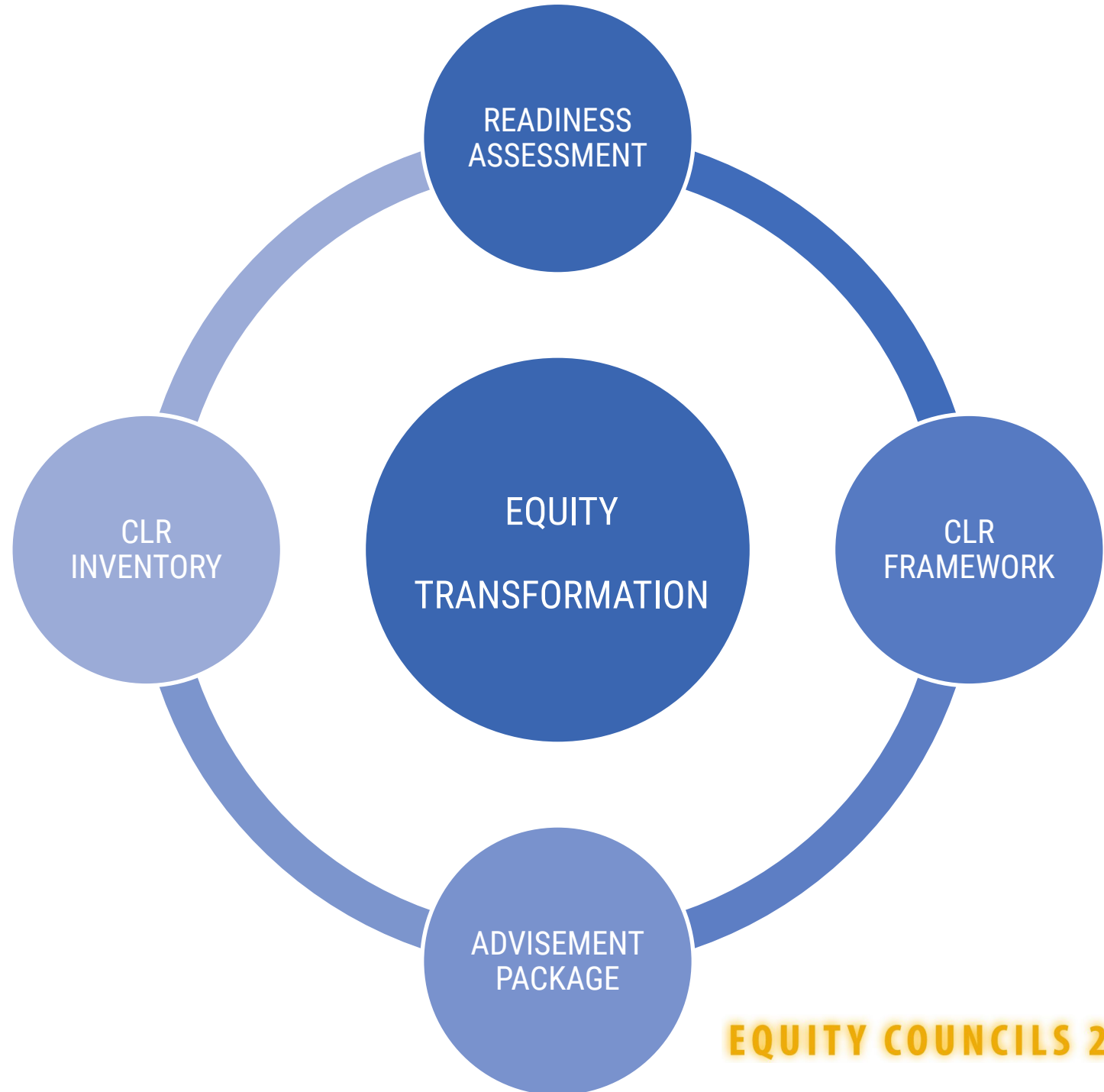
CLR/Schooling by Design Tool

Guidance and Considerations for Renaming  
Schools and Facilities





- The timeline is flexible.
- Tools should be used as needed to support current local context.



Think about your goals: *what does your EC have/need in terms of readiness and resources to move it forward?*

READINESS	RESOURCES
<input type="checkbox"/> awareness	<input type="checkbox"/> skills
<input type="checkbox"/> motivation	<input type="checkbox"/> knowledge
<input type="checkbox"/> intention	<input type="checkbox"/> human capacity



- List one item from your to-do list in the chat.
- Participants: Check the chat for ideas and possible partnerships.



# Next Steps

You will hear from your Equity Facilitator soon.

Website Resources for Equity Council Leads:

<https://webnew.ped.state.nm.us/bureaus/yazzie-martinez-updates/>

Questions or Comments?

[YazzieM.Inquiry@state.nm.us](mailto:YazzieM.Inquiry@state.nm.us)



# Hand to Heart: Closing

Sit or stand upright and strong, but not rigid. Close your eyes or soften your gaze downward. Breathe deeply in through your nose and out through your mouth. Begin to rub your hands together. After a few moments, place one hand on your heart and one on your stomach. Feel your body reabsorb the energy and warmth you created.

