



Miner Equity Team Kickoff Meeting

October 3, 2019



Agenda

9:00-9:10 / 3:45-3:55	Welcome & Introductions
9:10-9:20 / 3:55-4:05	Ice Breaker Exercise
9:20-9:25 / 4:05-4:10	What is Equity? Who is Kindred?
9:25-9:30 / 4:10-4:15	Equity Team Background
9:30-9:35 / 4:15-4:20	Purpose of the Equity Team
9:35-9:40 / 4:20-4:25	Operations & Roles
9:40-9:55 / 4:25-4:40	Ideas & Suggestions
9:55-10:00 / 4:40-4:45	Wrap up & Next Steps



Welcome & Introductions

- Thank you so much for joining us today!
- Thank you Kindred for making this possible!
- Co-chair introductions
- Participant introductions
 - Name
 - Child's grade and teacher / grade level (if a teacher)
 - How many years at Miner
 - Your interest in equity & inclusion



Ice Breaker Exercise

Azeb Kinder, Miner's Kindred Facilitator



What is Equity? Who is Kindred?

- The dictionary definition of equity is “justice according to natural law or right; freedom from bias or favoritism”
- Equity in an environment in which everyone can be and feel:
 - Welcomed
 - Respected
 - Supported
 - Valued to fully participate
- Kindred:
 - Addresses the gap in social networks between parents of different racial and socioeconomic backgrounds
 - Offers dialogue groups for parents to tackle issues of racial and economic segregation in DC schools and communities.



Equity Team Background

- Community desire for school improvement
 - Complexities of gentrification
 - Proven Community School model
- Supportive school leadership
- Effective Community School Coordinator
- Kindred at Miner
 - Two mixed-race dialogue groups last spring
 - Equity Committee as part of Kindred model



Purpose of the Equity Team

- To build and strengthen our community by ensuring that everyone is represented, and that everyone has a voice that is heard.
- This is done by:
 - Building relationships between all stakeholders (parents, teachers/staff, community)
 - Advising school leaders (administration, PTO, LSAT) about equity/inclusion issues
 - Taking direct action within our school community



If we don't make this change for our children, who will?



Operations & Roles

- How the Equity Team operates
 - Dialogue and building relationships
 - Ideas for advising and direct action*

****Actions are not done at meetings. Meetings are for reporting, sharing, and deciding collectively.***

- Roles
 - Members identify needs, generate ideas, put plans into action
 - Chairs coordinate, facilitate, act as liaison with admin, PTO, LSAT

This is hard work, and a collaborative effort. We are trying to figure it out together.



Ideas & Suggestions

- Three questions for the initial round of feedback:
 1. What does equity at Miner mean to you?
 2. What is Miner doing well to create an equitable and inclusive environment?
 3. What actions or ideas do you suggest for improving equity and inclusiveness at Miner?
- Responses collected from online, paper, and sticky notes tonight.
- Facilitators will compile feedback from all sources and will review, identify themes, and share out results.



Ideas & Suggestions

- Some ideas already shared:
 - Admin: assist in outreach to collect feedback for the school's vision/mission efforts this year
 - PTO: lead or participate in family support activities/drives
 - Uniform drive - \$500
 - Thanksgiving food drive - \$400
 - Holiday toy drive - \$300
 - Mothers Day - \$100
 - Parent Resource Center - \$250
 - Advise LSAT on school priorities
 - Workshop/Parent Cafe: "How to talk to your kids about race"



Wrap Up & Next Steps

- Any other thoughts, comments, questions, or anything you'd like to share?
- Action item review
- Next steps:
 - LaShawn and Dave will compile and organize ideas/suggestions and distribute results
- Next meeting:
 - Establish norms
 - Build and strengthen relationships
 - Discuss submitted ideas/suggestions
 - Discuss how/when/where the team meets
 - Discuss how the team communicates



Thank you all for coming out today!