



CESD Equity Seminar Series

PROJECT OVERVIEW

CESD will present three Equity Seminars in the 2017-2018 school year. Each seminar will feature a dynamic speaker on the topic of educational equity. Seminars will be held in the afternoons with registration available first to our member districts and then open to our partners and community. Registration will be reserved for Equity Teams from CESD and each participating member district. The teams will participate in half-day equity work sessions in the mornings prior to each seminar.

NEED AND PURPOSE

North Clackamas School District has emerged as a leader in the equity arena in recent years. The improved outcomes for North Clackamas students are laudable and other districts should aspire to the same. However, their equity path is not necessarily replicable. Our smaller member districts have expressed, particularly through their Title III programs, a need for support from the ESD to move their equity work forward.

It is not only our member districts that need support implementing equitable practices. The ESD provides direct service to students and families. The ESD's management review revealed a need for improvement in the culture and climate of our workplace. We need to ensure we are making equitable program decisions and supporting our own staff.

Participation in accessible, affordable, and extended equity work will make a measurable difference in the future equitable practices of both our member districts and our own agency.

EQUITY TEAMS

Ideally, district teams would be composed of representatives from a variety of departments, programs, and schools and not be automatically delegated to those often selected for "diversity" work (Title III, etc). Districts should select leaders among their classified, certified, and administrative staff and a board member. Equity work should emphasize equity of voice. Therefore, districts should also consider including parents and students on their teams. The district team would participate in half-day equity work sessions and attend the three seminars together.

WORK SESSIONS

The work sessions would allow time for team building, preparing for the seminar, processing of the seminar experience, and making plans for how to bring the learning back to their respective districts, schools, and departments. Teams will be supported both collectively and as individuals. Teams will be provided with materials and resources to share with others. District leadership will be provided with technical assistance for measuring outcomes of successful equity work.

EQUITY SEMINARS

There are many inequities that could and should be addressed (see below for just a few). However, for this first year an obvious starting point is what is often not seen and not spoken about in Oregon: our racial history. Walidah Imarisha is willing to bring her powerful timeline of Oregon Black History to CESD. To follow up, Carmen Urbina will address the cultural and linguistic discrimination that our English learners and other minorities students face upon entering our institutions. To end the year, Dr. Brianna Stiller is looking forward to speaking with us about gender non-conforming students and how to support them.

Inequities: Race, Poverty, Gender, Sexual Orientation, Gender Identity, Language, Disability, Age, Family Structure, National Origin, Religion, Housing