

## Main talking point/discussion to provide overview as we move forward with Inclusiveness, Diversity and Equity in BASD:

- Where we currently are and our role (Mike and Michelle) up to this point
  - Participated in Equity series last year from Berks IU
- Our district is not incredibly diverse in terms of race, however that does not make it any less important.
- Current long term goals
  - Increase cultural awareness and understanding of social injustice amongst ourselves and district as a whole. Empower our faculty and staff to identify and work to address inequity in education. Equip faculty and staff with necessary knowledge to help them to navigate difficult societal issues and respond to student questions/issues that result from them. This includes not only issues relating to race or sexual orientation, but also poverty, trauma, etc...
    - Provide ongoing and relevant Professional Learning with an emphasis on learning from experts in the field.
      - BLC year long groups studies on topics relating to IDE.
    - Establish consistent and documented method of integrating equity, diversity and cultural awareness topics into k-12 curriculum.
    - Incorporate community members into our efforts and provide community outreach opportunities.
      - Walking tours focused on historical inclusiveness of Bellefonte
      - Providing culturally diverse children's books
      - Providing resources for parents
    - Examine practices across the district using data and offer resources to help address areas of need.
      - Ex: discipline inequities, gifted inequities, etc...
- Immediate next steps
  - Professional Learning opportunity for Administrative team on July 13
  - Continue to participate in webinars relating to equity/diversity
  - Consult with individuals who will be a resource moving forward
    - Dr. Chatters (SCASD), Heather Bennett (PSBA), Dr. Scott Eveslage (Hatboro-Horsham), Dr. Sam Richards (PSU), Nicole Holland-Sims (PDE)
  - Intro to whole district on opening day
  - Create committee with representatives from different stakeholder groups.
    - Email will be sent out to BASD staff after opening day introduction and overview of our efforts
    - Staff, students and community stakeholders will be included, as process continues
  - PL session on 8/19 that all will cycle through
    - Change in law

- Current social climate
  - Need and importance of IDE, especially for educators
  - Looking to bring in PSU professor
- What IDE is not
  - NOT based in politics or a political movement in any way. We are focused on the well-being of all of our students and recognizing that they come to us with many different backgrounds and experiences. Supporting human rights is not an issue of being a liberal or conservative.
  - NOT a group to advance individual agendas. Work/recommendations this committee moves forward with will be carefully considered/researched by the committee. While we are always open to listening and keeping a pulse on current issues, we will maintain a focus on the broader picture and how to support our students, teachers, administrators and community members.
  - This is not a “fix all” or end to racism, inequity, or any other societal problem. It is an effort to move forward and create a positive, inclusive and equitable learning and social experience for our students to the best of our ability.
  - Not a quick or easy process. Engaging in these tough conversations and addressing sensitive issues requires a great deal of thought, research and reflection. Approaching such topics in the wrong manner or at the wrong time can have detrimental impacts on our students and community.
- Our Belief
  - Not an “in your face” approach. This is a sensitive and emotional topic and one that can be divisive. Our focus will be on listening, understanding different points of view and helping to educate/provide resources. We of course will advocate for change when needed, advocate for our students and address social injustice, however it will be done with a focus on building/maintaining relationships moving forward.
  - Our role is not to judge others for their point of view, but rather to meet them where they are and work to bring them along.
  - Fostering an inclusive environment for all is at the center of everything we do. This includes all students, staff and community members.
- Feedback/ Opening Discussion topics
  - What do you see as a potential need?
  - What suggestions do you have?
  - How do we move forward, as a district and community?
  - What do you see as potential obstacles?