

IDENTITY EQUITY TRANSFORMATION

NEW MEXICO EQUITY COUNCIL ONBOARDING

“When I do not know myself, I cannot know who my students are. I will see them through a glass darkly in the shadows of my unexamined life – And when I cannot see them clearly, I cannot teach them well”

– Parker Palmer

INTRODUCTION

Why equity councils?

"The Equity Council concept was inspired by the work of community members and educators in the Albuquerque Public School (APS) District in 2004-2005. A committed group of individuals came together collectively to discuss and generate their best ideas grounded in the lived experience of students, families, and educators in order to improve outcomes for students. As part of the APS Equity Council initiative, a community-led school was created to meet the needs of the growing urban Native American student population who had experienced varied outcomes as compared to their peers. It was both inspiring and strategic that the Equity Council lifted up a solution that brought people together to envision what was possible; a school that would change the trajectory for Native American youth.

When people closest to the work in districts, charters, and schools, and those directly impacted by the work, our students and families, are working together, anything is possible. This is our moment as an entire state to envision the possible and work to make it a reality."

-Kara Bobroff
Deputy Secretary of Identity, Equity and Transformation

MOVING FROM COMPLIANCE TO COMMITMENT

MEET THE 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

**WHAT QUESTIONS WOULD I LIKE
ANSWERED DURING MY TIME HERE?**

**WHAT INTENTION AM I SETTING
FOR THE DAY?**

AGENDA: AT-A-GLANCE

DAY 1

Welcome to day one of the Equity Council Coordinator/Lead convening. During day one, you will learn more about your role, define what equity means for you and in your region, receive tools to be a successful coordinator/lead, have meaningful conversations and make lasting connections with other coordinator/leads, and finally get a chance to process all that you have learned so that you are ready for day two.

DAY 2

Welcome back! Day two is all about getting ready to go back to your region and lead your district or charter school equity team in conversations about equity, help prepare your council for the Readiness Assessment, learn how to prepare an advisement package for your superintendent/executive director, and set the stage for the design of the school-level Culturally and Linguistically Responsive Frameworks.

DAY 1

Time	Session	Speaker
8:15	Welcome	Secretary Stewart
8:30	Overview of Day & Introductions	Mayra/Landon
9:00	Our Moment	Deputy Secretary Bobroff
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

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	Landon
11:30	Equity Council Lead Work Time Part 2: Personal Work Time	Landon
12:30	Lunch & Next Steps	Landon/Mayra
1:00	Closing	

EQUITY COUNCIL ONBOARDING ESSENTIAL QUESTIONS

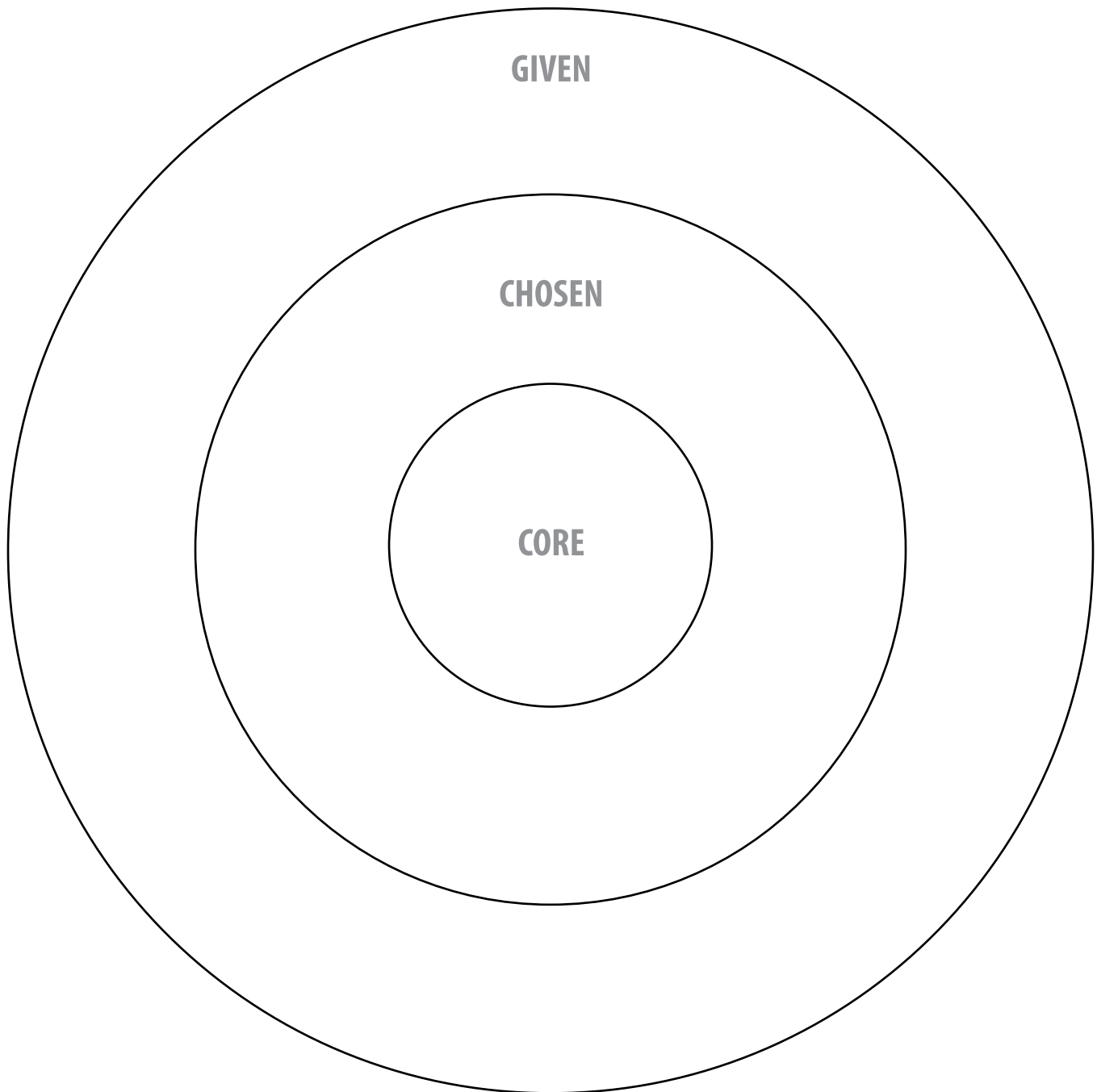
Question 1: How is my district/charter prioritizing the students and families furthest from opportunity in the establishment of equity councils?

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?

SOCIAL IDENTITY MAP



EQUITY LEAD SAMPLE PROCESS: YEAR ONE

Equity Lead identified by Superintendent or Charter School Executive Director

Equity Lead attends the Onboarding webinars and in-person convening

Equity Lead guides Equity Council in building relationships and defining equity

Equity Lead guides Equity Council in through the Readiness Assessment process

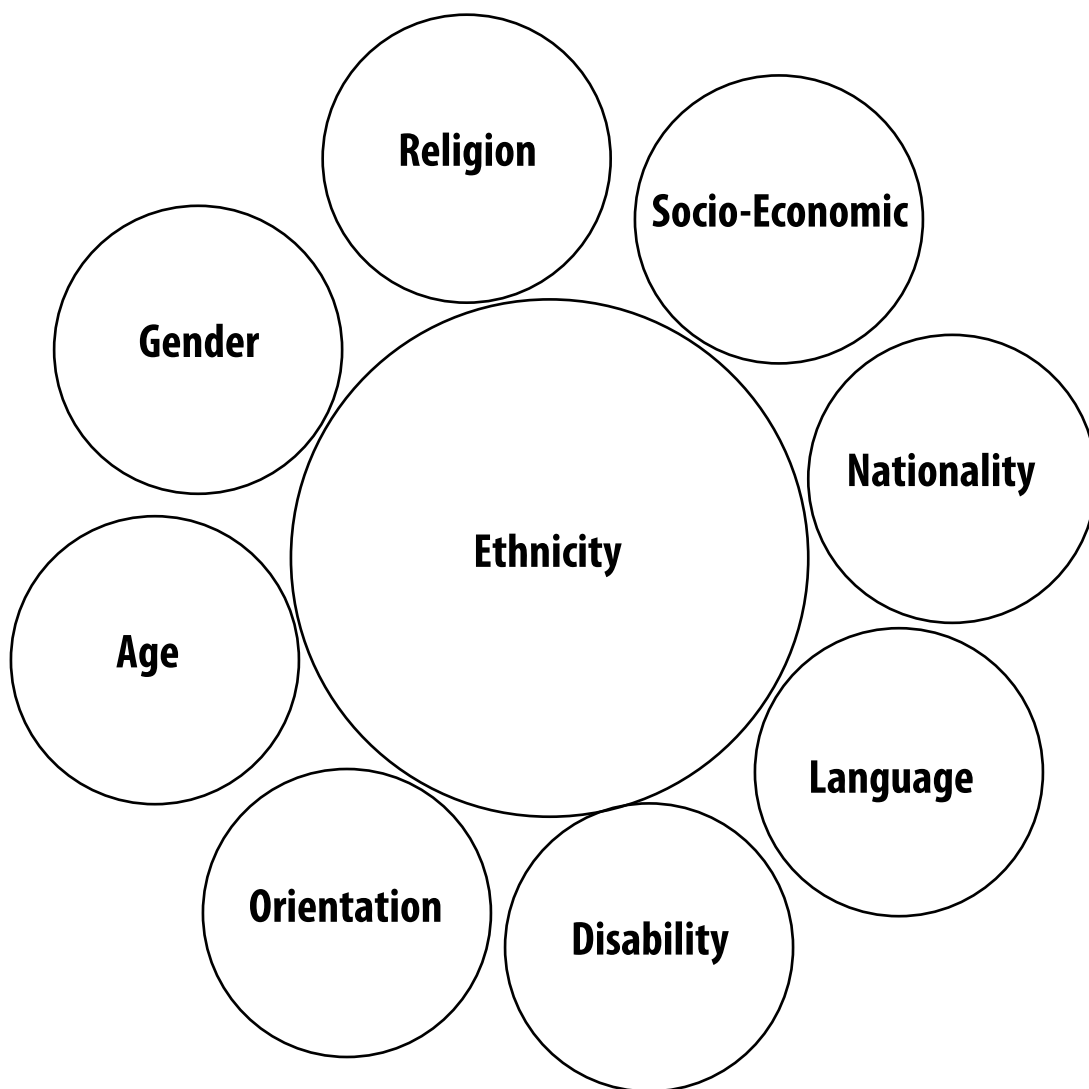
Equity Lead guides Equity Council in the design of an advisement/recommendation package

Equity Lead supports with school-level Culturally & Linguistically Responsive Frameworks

WHAT IS CLR?

RINGS OF CULTURE

Identify a potential behavior associated with each one of these rings of culture.



What are behaviors associated with one of your Rings of Culture?

Surface culture behavior:

Shallow culture behavior:

Deep culture behavior:

Do I know who my students and colleagues are –all the rings of culture that contribute to their identity?

KELLOGG FOUNDATION TRUTH, RACIAL HEALING, AND TRANSFORMATION

The Kellogg Foundation believes that racism affects all people from all backgrounds. Racial healing is a process that can benefit all people because, regardless of background, we are all living in and affected by the same racialized world. It is our belief that because of this, all of us can benefit from participating in racial healing work and the deep, meaningful relationships that can emerge. And, we believe that is all of our responsibilities to make it happen. It is not one person's, one group's or one organization's responsibility. The responsibility belongs to all of us.

REFLECTION QUESTIONS

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

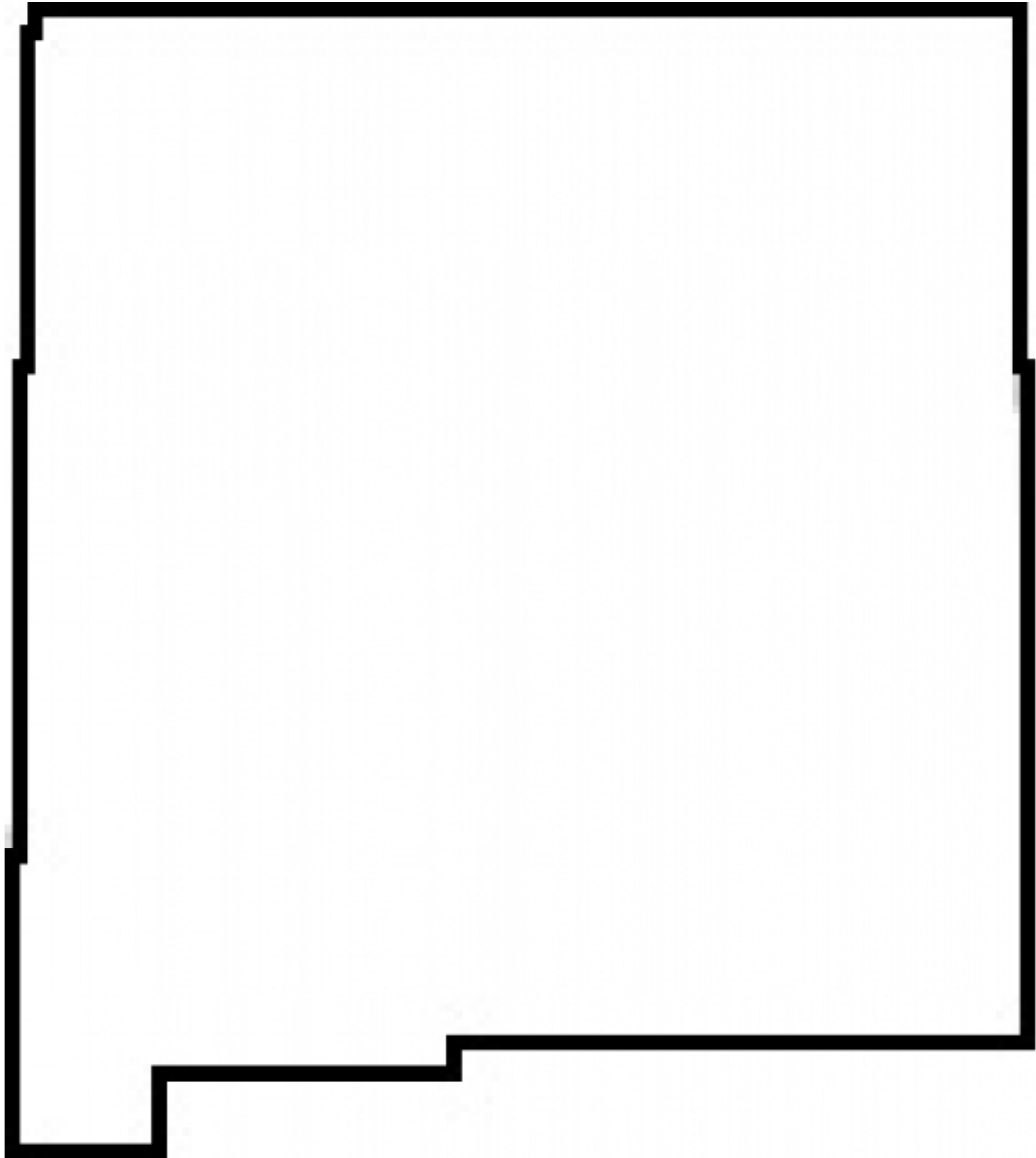
What do we all know about our schools, our student's, and how they are taught?

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?

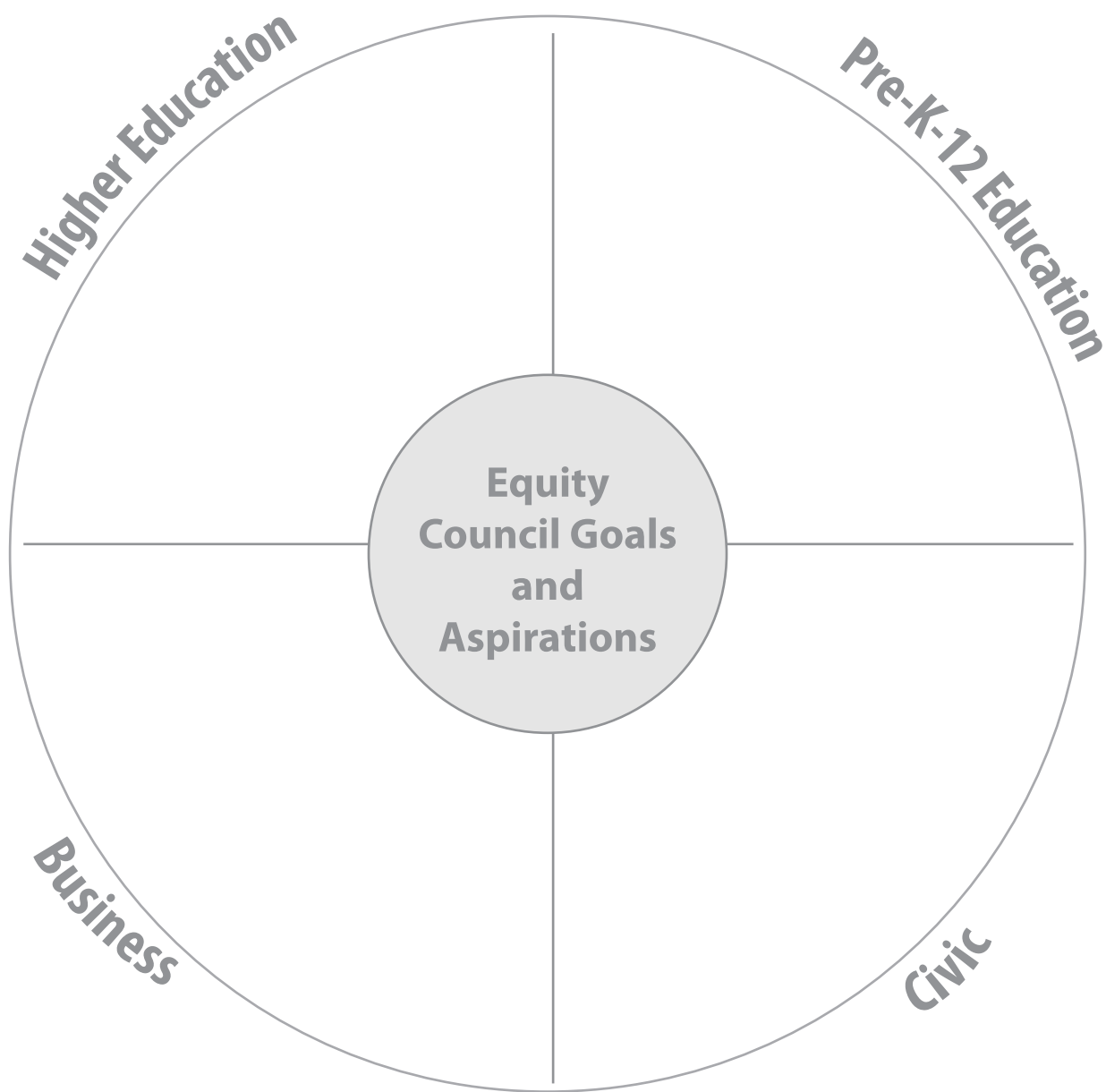
How can the story/assessment of the current reality of school/district spending become a shared understanding and opportunity to direct funds to the areas where the neediest students are benefiting from them?

WHAT ARE THE INEQUITIES IN MY REGION OF THE STATE?



Draw a star to mark your district or charter school's location in New Mexico. Then, make a list of areas (programs/services) where you see inequities in serving English Learners, Hispanic students, Native American students, Students with Disabilities, and other underserved students in your local context.

Who else in your community do you need to partner with, heal a relationship with, or learn from? *People, organizations, community and business leaders, etc.*





WHAT DOES EQUITY LOOK LIKE IN EDUCATION?

NETWORKING LUNCH: HOW MANY CONNECTIONS CAN YOU MAKE?

Name	Cell	Email

EXPERT SESSIONS

WHAT DO THE EXPERT SESSIONS LOOK LIKE?

Districts and charters that have preliminary implemented their equity councils will share their experiences, knowledge, tools, agendas, etc., with participants. Each expert session will include a question and answer component.

HOW DO THE EXPERT SESSIONS WORK?

Participants will rotate from room to room every 27 minutes. Take your workbook with you to take notes and capture ideas.

**RELATIONSHIP
MEMBERSHIP
COMMITMENTS**

EXPERT SESSION NOTES

EC Membership (Relationship, Membership, Commitments)

District and Stakeholder Engagement

EXPERT SESSION NOTES

CLR Framework

Building a Shared Understanding of Equity

**END OF
DAY ONE:
WERE MY
QUESTIONS
ANSWERED?**

**WAS I
ABLE TO
HONOR
MY SET
INTENTION(S)?**

**WHAT
IS MY
WHY?**

EQUITY COUNCIL LAUNCH ARC 2020



STUDENT PANEL

Reflections what are some of my takeaways?

TIMELINE: NEXT 12 MONTHS

MARCH	APRIL	MAY	JUNE	JULY
AUG	SEPT	NOV	DEC	JAN

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 advisements / recommendations to the superintendent, charter school executive director, school board, and governing board.

SAMPLE EQUITY COUNCIL SELECTION RUBRIC

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.

Adapted from the Rio Rancho Public Schools Equity Council process.

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

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: