



# SRO & Administrators Dialogic Conversations: Equity & Institutional Racism



November 11th & 17th, 2021  
Facilitated by SMIL & ODEI



# Facilitators:

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Dr. Kevin Gilbert, Director  
Office of Diversity Equity and Inclusion

Dr. Monique D. Lamar, Director of Equity Initiatives  
School Management and Instructional Leadership

Dr. Razia Kosi, Coordinator Culturally Responsive Practices and Anti Racism Development  
Office of Diversity Equity and Inclusion

Mr. Scott Callahan, Facilitator  
Department of Special Education & Office of Diversity Equity and Inclusion

# Learning Objectives:

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- Engage in a dialogic conversation to explore the meaning of equity
- Dialogue to gain deeper insight and understanding in order to examine practices
- Examine beliefs that may need to change in order to support equitable outcomes for all students

# 4 Agreements for Courageous Conversations

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Stay Engaged

Experience Discomfort

Speak  
Your  
Truth

Singleton  
& Linton  
(2006)

Expect and  
Accept  
Non-closure

## Check In

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Use **one word** to describe your reaction to the equity and institutional racism modules.

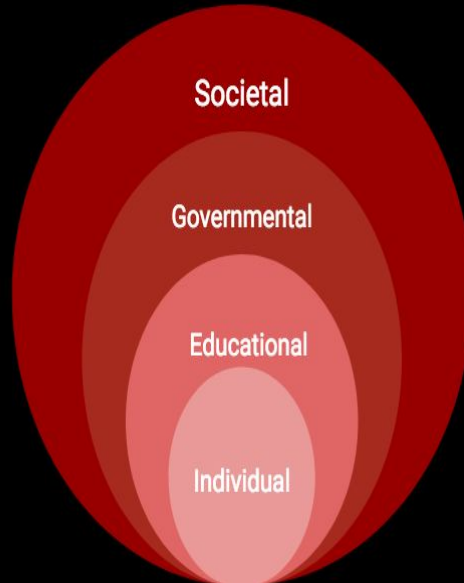


# Module Review

## Barriers- it was never meant to be fair

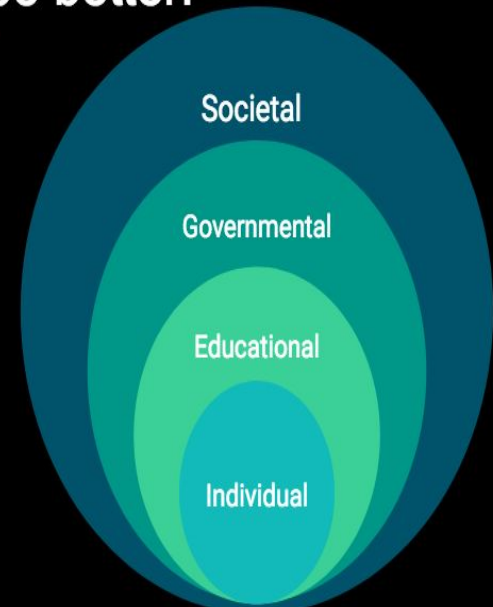
### Resulting in Inequities:

- Bias
- Schools
- Discipline
- Health care
- Income & Wealth
- Criminal Justice system
- Laws & Policies



## Reform to do and be better:

- Identities are valued as strengths
- We nurture healthy relationships
- Restorative culture guides our way of being
- People matter
- Climate of Belonging
- Culture of Dignity
- We believe the health and well-being of each person in our world is interconnected with our health and well-being



The module presented resulting inequities in different systems created by barriers that were designed to be unfair. We then offered ways in which we can do better and be better. What is your definition of equity? What does equity look like from your perspective, or your role as an administrator or SRO?

## Discuss in School Teams

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Go into your school breakout room to have a discussion about your definition of equity and what it looks like from your perspective or role.

When you come back into the main room, be prepared to share main points from your discussion with the group.

# Highlights From Conversation

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One person from the school team will report back to the main group one or two of the following:

- Point of agreement about the definition of equity
- Area of difference about the definition of equity
- New understanding about perspective regarding equity
- Deeper understanding about the role one has towards supporting equity



## Exit Ticket: Stop - Start - Continue

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Go into the Jamboard to add your commitment to an action or practice that you will stop, start, or continue



to be continued

Thank You!!!!

