



Prioritizing Equity in Middletown

Board Updates

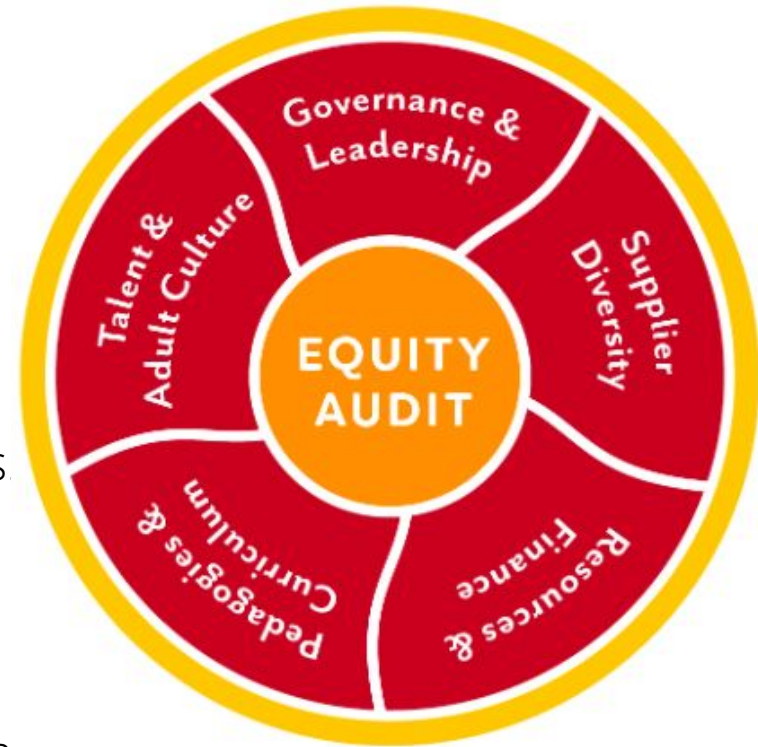
May 19, 2021



Beloved Community **Equity Audit**

The Equity Audit is a comprehensive **benchmarking tool** which **assesses diversity, equity, and inclusion** in our school district.

An Equity Team representing the Board of Education, administration, educators, families and community members came together to complete the Equity Audit over five, 2 hour evening sessions. The team engaged in robust discussion and at times, debate about the nuance of indicators. These sessions provided our team with opportunities to surface bigger questions about our diversity, equity, and inclusion implementation



Beloved Community **Equity Lens Map (ELM)**

The Equity Lens Map helps organizations **identify strengths and needs in operationalizing their commitments to diversity, equity, and inclusion.**

The Equity Lens Map offers **staff** in our organization an opportunity to participate in their own **personal equity evaluation.**

When paired with the Equity Audit, the Equity Lens Map will help our team get a deeper sense of where we are relative to their personal diversity, equity, and inclusion (**DEI**) experiences.



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Equity Lens Map (ELM) - May 2021

Beloved Community sent a total of **811 Equity Lens Map** email invitations to district staff.

346 respondents completed the survey tool, this is a **response rate of 43%**

This is 20% points above the National Average for survey return rates in this field



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Equity Audit & Equity Lens Map (ELM) Analysis

The Equity Audit and Equity Lens Map (ELM) results are currently being analyzed and Beloved Community will provide the district with a report to include identifying organizational strengths as well as opportunities for growth within diversity, equity, inclusion (DEI), and data-driven practices.

This analysis will help our organization identify strengths and needs in operationalizing our commitment to diversity, equity, and inclusion.

The results will also include recommended next steps the district could use to align next steps.



Next Steps...



- Meeting with Equity Audit Team (Monday)
- Identify priorities from two data sets with Equity Audit Team (May/June)
- Share recommended priorities with the board (Mid June)
- Gain input from larger community on priorities (Late June/July)
- Initiate timeline of actions (July/August)
- Student Perception/Climate Survey (Late Fall 2021)
- Family Perception Survey (2021-2022)