



Prioritizing Equity in Middletown

Board Updates

January 21, 2021



Prioritizing Equity - Superintendent's Updates...

WHERE WE HAVE BEEN: (December-January)

- **Equity Hiring Task Force** participated in session: Start with Yourself: Identity, Power, and Privilege
 - Explored our identities and reflected on how individuals hold power, privilege, and bias
 - The goal of this session is to bring heightened awareness around how personal implicit bias can result in inequitable systems, decisions, and processes if left unchecked.
- **Equity Hiring Inventory** (Deep Dive into 5 Areas -Marketing, Intake, Process, Communication, and Financial)
 - Developed an understanding of current state of hiring through review of inventory findings and hiring data.
 - Determined the two areas of focus are Intake and Process of Hiring and Marketing; we will further connect with these areas to uncover gaps in knowledge. We do this so we are not making assumptions around root challenges and take the time needed to really listen to those most directly impacted by the current system.

WHERE WE ARE: Planning *for* Community Engagement

We believe, every voice matters. We want to make sure we have taken time to listen for understanding - ***What is it like to be a new hire of color in Middletown?*** In order for our team to fully experience this we will engage in activities to empathize with the candidate experience and experiences of current staff of color. We will conduct empathy interviews, request feedback from current staff of color, listen to truly understand the lived experience of a candidate of color, and listen some more. We will pair this with targeted surveys and an analysis of all of the data we have collected.

WHERE WE ARE HEADED (January - February)

- **School Community Engagement** Planning
- Conduct **School Community Engagement** activities