



# Prioritizing Equity in Middletown

Board Updates

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March 4, 2021



# Prioritizing Equity - Superintendent's Updates...

## WHERE WE HAVE BEEN: (February & March)

- **Equity Hiring Task Force**
  - 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.
- 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 NOW: Continued Engagement & Learning

- 30 Week Equity Challenge - Week 14 ~ Focus this week: Early Childhood
- Beloved Community - Equity Audit
- Intake and Process of Hiring and Marketing Teams are working to redesign retention and recruitment in Middletown

## WHERE WE ARE HEADED (March)

- Continue to conduct **School Community Engagement** activities - Equity Audit
- Continue to devote time each week for staff to participate in **30 Week Equity Challenge** ~ Week 15