



Prioritizing Equity in Middletown

Board Updates

March 18, 2021



Prioritizing Equity - Superintendent's Updates...

WHERE WE HAVE BEEN: (February- March)

- **Equity Hiring Task Force** - Conducted extensive work inside the two areas of focus: **Intake and Process of Hiring** and **Marketing**; we combed through data, interview feedback, and feeling of belonging and inclusivity among recent hire. This process guided us in uncovering gaps in knowledge. We took the time needed to really listen to those most directly impacted by the current system.
- **Beloved Community Equity Audit** - The Equity Audit is a comprehensive benchmarking tool which assesses diversity, equity, and inclusion in our school. A team representing the Board of Education, administration, educators, families and community members came together over 5 evenings to complete the Equity Audit. 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 DEI implementation.

WHERE WE ARE: *Planning around Stakeholder Engagement*

After reviewing the content from our equity hiring task force sessions and stakeholder engagement activities we are now working to create challenge statements. Creating challenge statements will help our teams to narrow the focus and identify the root issue we will work to address. Challenge statements are focus on our focus areas: Intake and Process of Hiring and Marketing.

WHERE WE ARE HEADED (March & April)

- Continue to conduct School Community Engagement activities
- The Equity Audit results will be analyzed and Beloved Community will provide the district with a report to include organizational strengths lie in diversity, equity, inclusion, and data-driven practices. The results will also include recommended next steps the district could use to align next steps.
- The school community will be provided with an equity lens map. The Equity Lens Map helps organizations identify strengths and needs in operationalizing their commitments to diversity, equity, and inclusion.