



Equity Team Meeting 8/22/2018

We broke out in 4 groups, discussing important points from the readings:

https://drive.google.com/drive/u/0/folders/1iagD3LL0EOR05rZnv73_h52lxZjGhozs

Many points were discussed:

1. Disparities at Marble and what people experience with all of the asks i.e. school supplies, teacher luncheon funding, fundraisers, Scholastic Book Fair, Spaghetti dinner VIP room etc
2. How can we help our staff/teachers recognize their own biases and help each other to understand and define
 - a. Four Marble staffers attended the Minority Student Achievement Network Weekend long conference for students, teachers and admin. They are working with teaching staff to create more equitable classrooms, looking at data (test, discipline) and setting goals to make progress so certain groups aren't at top. This is about cultural competency.
3. "I'm still here" by Austin Channing Brown- book was suggested as read for our team and the community as a whole.
4. Have vs. Have Nots- kids shouldn't be in a position where they are asked for money, given by back channels that make them humiliated in order to get them. Solutions? Don't put kids in these positions. Have a big ask from parents at the beginning, but the burden is put on adults vs kids.
5. How do we change culture at Marble by implementing small changes now?

Team members filled out forms, ranking their top priorities for the year. What can we accomplish?

Below are the items ranked. They are combined with suggested ideas written in:

1. Examine policies that align with social justice (hiring practices, restorative justice)
 - a. Having teacher/parent discussion groups talking about cultural issues
 - b. The drawing exercise- all kids draw a teacher, entrepreneur, and president and we review results
2. Create more inclusion when it comes to ALL caregivers at Marble, making our community a more welcoming place.
 - a. Set up a process for transportation to and from Marble events.
 - b. Ensuring/providing money for teachers/library to purchase books that reflect student body in race/ethnicity/religion/family structure
 - c. Work with Deerpath management to provide snack pantry





MARBLE EQUITY TEAM

3. Equity Team suggests books, screens films and hosts speakers for team members and Marble community to read, experience and discuss.

4. Equitable birthday celebration ideas (birthday books or a show in tell instead of treats)

Please make sure to join the Facebook group and post anything that strikes you as something of interest to the group!

<https://www.facebook.com/groups/MarbleEquityTeam/>

Additionally, we've created a doodle poll to see what date works best for the next meeting and potentially would like to set a standing meeting time for the second week of each month on either Monday or Wednesday.

Can you take the poll to see what works best?

<https://doodle.com/poll/9p8gx2cf9d86imzp>

If it's split, perhaps we alternate standing days. We will see what the poll results are!

