

Cultural Proficiency: Where Are We Now?

The District Journey from Cultural Proficiency to Educational
Equity
through the lens of Diversity, Equity, & Inclusion

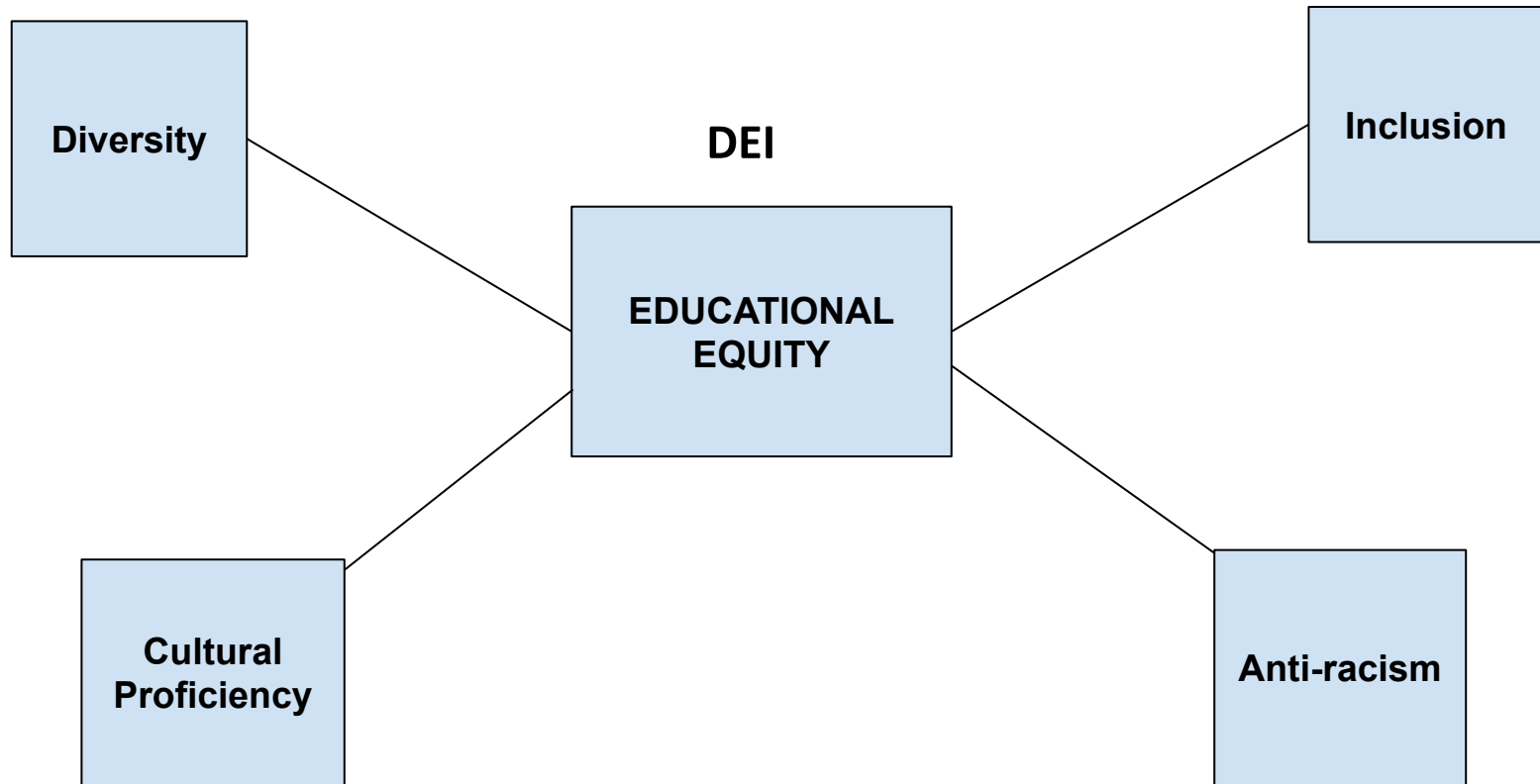
ISC Presentation 4.13.21

Taj Byrd

Lynne Partridge



Introductions Agenda



Educational Equity

Educational equity is a shared commitment to ensure that every student gets what they need to be successful. Practicing equity means understanding the needs of individuals and positioning resources ...to target people's unique experiences and to provide for individual needs so that achievement and opportunity gaps are eliminated on personal and systemic levels.

Equity is distinct from equality. While equality entitles that everyone gets the same, equity requires that individuals get what they need.

The value of equity is that the entire community benefits when individuals get what they need.



EQUALITY



EQUITY

Diversity & Inclusion: DEI

Diversity includes all the ways in which people differ... It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender... but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values. *Diversity = who is in the room*

Inclusion - the practice of authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. *Inclusion = those who in the room are heard*

Cultural Proficiency & Antiracism

“Cultural proficiency is the knowledge, skills, attitudes and beliefs that enable people to work well with, respond effectively to, and be supportive of people in cross-cultural settings.” ~ American Academy of Family Physicians



Anti-racism - is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

Board Commitment

Ad Hoc Committee on Equity and Antiracism *established 2020-2021*

- Require Equity Audit
- Review District Equity statement and adopt policy on Equity
- Require improved communication of district's equity work
- Share with community ongoing topics of equity and antiracism

Administrative Initiatives

- **CARE**
 - o 23 years
 - o Led for three years by Dr. Tara Doaty
 - o Equity through a trauma-informed lens
- **GSIB (add additional info)**
 - o policy
 - o Dr. Jeannie Stanley
- **Achievement Imperative Task Force**
 - o Equity Audit plans are underway
 - o Programs – STEM, summer bridge
 - o Hiring
 - o Community Engagement
- **Equity Statement/Policy** currently in development

Building Level Plans

- **Cultural Proficiency Building Plans** - developed annually and submitted for Superintendent review
- **Equity Leadership (aka DEI/CP) Teams** at each building enact building level projects related to issues of cultural proficiency, Equity, curriculum
- **Faculty meeting** CP updates, sharing of critical resources
- **Dr. Tara Doaty** – Equity from Trauma Informed Perspective 2 Hour PRP for every professional; Dismantling White Supremacy Culture
- **Googlesites** - plans for every school
<https://sites.google.com/lmsd.org/penn-wynne-equity-plan/cultural-proficiency-plan/cp4k>
ids
- **Black History Month** - celebrations and shared-learning experiences
- **Anti-Asian Violence** - generating awareness and action

Elementary School Projects

- **CP4Kids** - K-5 lessons explicitly engaging students in discussion diversity, race, and intolerance in developmentally appropriate ways
- **Black Lives Matter At School**; plans underway for 4th CP4Kids anti-racism lesson
- **Book discussion groups:** *White Fragility and Cultural Competence Now* (PV)
- **Staff development :** [Penn Wynne CP GoogleSite](#) resources shared
Awareness of Students Fasting at Ramadan (PV made an informative [video](#) for staff and students based on information given in a district wide letter.)

Secondary School's DEI Mission

To acknowledge and dignify the **diversity** of people's backgrounds and perspectives, to make decisions through an **equity** lens in policy and practice, and to establish and cultivate relationships with intentionality so that all students feel safe and connected to the school community.

Student learning, Staff development, & Community engagement

[LMSD Secondary DEI Site](#)

Secondary School's DEI Mission

Student Learning/Initiatives

“How do we want to engage and develop our students?”

Staff Development/Professional Learning

“In order to support students, how do we need to develop the capacity of our staff?”

Community Engagement

“How do we want to engage the community in supporting student learning/growth?”

Middle Schools

Student Learning/Initiatives (WVMS)

Empower - An affinity group established to build community, develop leadership, and amplify the voices of students of color at Welsh Valley through exploring race, culture, and identity. [Empower Video Link](#)

- *Upcoming event- bringing a speaker from the Haverford School to talk about his journey with our students.*

Diversity Conferences - Student leaders attend annual conferences to empower and cultivate and social justice and leadership skills

- *Highlights: DVCEE (Delaware Valley Consortium for Equity and Excellence), Haverford School conference.*

Student Learning/Initiatives (WVMS)

FORUM lessons - Through a **Restorative Practices** lens, safe spaces are created for students to engage, learn, share, and collaborate on DEI initiatives. These include:

- BHM shared-experience lessons
- Community Building
- AAPI Anti-hate lessons

Student Learning/Initiatives (WVMS)

BHM/Diversity Morning Announcements - Weekly school-wide announcements shared by EMPOWER student leaders throughout the entire school year celebrating diversity and inclusion (BHM, Women's history month, Irish history month, autism awareness month) by sharing historical figures and present-day fights for inclusion.

STUCO DEI Subcommittee - Student Council students work in partnership with Taj Byrd to bring awareness and action to DEI passion projects.

Staff Development/ Professional Learning (WVMS)

Summer Workshop Series 2020 (Anti-racism @ the Valley) - Created by the Culturally Responsive Teaching Team, WVMS faculty participated in a three-part series covering *White Fragility, 13th, & I Am Not Your Negro*.

Restorative Practices Training - Led by Kristy Fruit (asst. Principal and certified RP trainer), all faculty are trained to use RP to create safe and engaging classrooms. RP focuses on relationships, safety through norms, collaboration and active listening.

Staff Development/ Professional Learning (WVMS)

WVMS DEI Leadership Team - A team of educators working to lead the implementation of strategies and practices that will help us advance the school's DEI mission. Three subcommittees are:

- **Student Learning** - To promote more DEI student learning/engagement opportunities in curricular and extracurricular programming.
- **Professional Learning** - To design and support the delivery of relevant, high quality professional learning experiences for staff focused on DEI.
- **Inclusion** - To promote and coordinate high quality programming for affinity groups to ensure that students of all identities feel included and supported.

BCMS Culturally Responsive Teaching Group

Our Mission:

Committed to valuing diversity and disrupting racial injustice in our school, we advocate for the use of culturally responsive teaching practices in order to build an environment where all students and faculty feel safe to learn and to express their identities.

Since coming together in 2019, we have spent hundreds of hours in service of this mission!

Student Learning/Initiatives (BCMS)

REACH - An affinity group established to build community, develop leadership, and amplify the voices of students of color at BC through exploring race, culture, and identity.

Diversity Conferences - Student leaders attend annual conferences to empower and cultivate and social justice and leadership skills *Highlights: DVCEE (Delaware Valley Consortium for Equity and Excellence), Haverford School conference*

Summer Book club - Facilitated a summer group for students around *Stamped: Racism, Antiracism and You*

Rally Lessons - Partake in conversations about race, community, culture, and identity at BCMS and in the world

Morning Announcements (BHM, Women's History, AAPI Heritage)

Curriculum - Formally piloted *Stamped: Racism, Antiracism, and You* by Ibram X. Kendi & Jason Reynolds within 8th grade Social Studies classes

African American Read-in - Planned and facilitated school-wide African American Read in to engage with and appreciate literature by and about African American Experiences

Staff Development/ Professional Learning (BCMS)

2019-2020 School Year

- Book Studies
 - *Not Light, But Fire* by Matthew R. Kay
 - *Culturally Responsive Teaching & The Brain* by Zaretta Hammond
- Workshop
 - Small group of teachers attended Matthew R. Kay workshop
- Staff collaboration
 - Met with teachers to develop and implement culturally responsive lessons and teaching practices that also align with Dr. Doaty's 2 Hour PRP

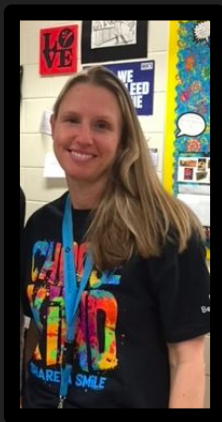
2020-2021 School Year

- Staff Professional Development - approx. 27%
 - *Not Light, But Fire* by Matthew R. Kay
 - *Stamped: Racism, Antiracism & You* by Ibram X. Kendi & Jason Reynolds
 - *Culturally Responsive Teaching and the Brain* by Zaretta Hammond
 - BARWE (Building Antiracist White Educators)

In Development:

- Highlighting student voices
- Summer professional development

BCMS CULTURALLY RESPONSIVE TEACHING & LEARNING GROUP



Ms. Epting
Team 7-2/7-3
Science/TSA/Tennis
eptingr@lmsd.org



Dr. Nichols
Gifted 8 & 7
Creative Writing/GSA/Knightlife
nicholr@lmsd.org



Mr. Butler
8th Grade Social Studies
REACH/Wrestling
ButlerTr@lmsd.org

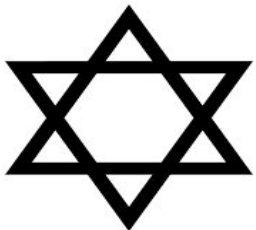


Mrs. Groen
Team 7-3
Social Studies/Student Council
groena@lmsd.org

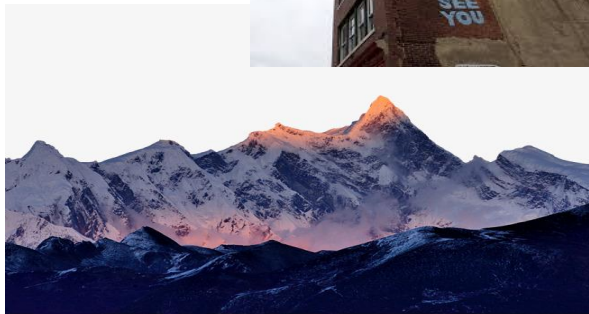
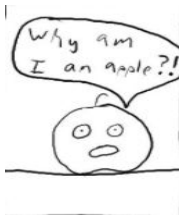
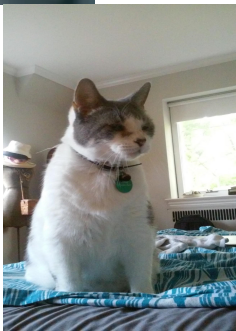
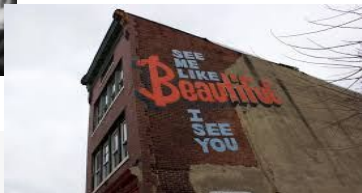


Mrs. Browne
Math Specialist
REACH Sponsor
brownes@lmsd.org

[Link to slideshow](#)



© 2011 Encyclopædia Britannica, Inc.



REACH - Bala Cynwyd MS

RESPONSIBILITY
EXCELLENCE
ACCOUNTABILITY
COMMUNITY
HONOR



REACH presents our family
Pre-Kwanzaa Celebration

When: Thursday, 12/17/2020

Time: 6:30-7:30pm

**Who: REACH members, friends,
and family**

**Where: Zoom (please check your
email for the zoom link)**

**What: Kwanzaa presentation,
student poems, game and
prize winner!**

**Email: brownes@lmsd.org for
more info.**



Guest Presenter

Elaine Johnson

Educator and Orator



Principles of Kwanzaa



**RESPONSIBILITY
EXCELLENCE
ACCOUNTABILITY
COMMUNITY
HONOR**



“I AM” Poems

**REACH Students
Bala Cynwyd Middle School
December 2020**

THANK YOU
to our contributing authors...

- Aniah Bethea
- Trinity Bethea
- Chase Davis
- Alana James
- Reina James
- Bryce Murray
- Labi Nkromah-Harris
- Adoniyas Mengesha
- Makaiah Ragin
- Isaiah Rollins
- Jonathan St. Germain
- Maya Washington

RESPONSIBILITY
EXCELLENCE
ACCOUNTABILITY
COMMUNITY
HONOR



Friday, 2/19 @ 3:30 pm

- Black Legacy in Health Care w/ the Bullocks (father and son)

Wednesday, 2/24 @ 4:00 pm

- C.A.R.E (Students are invited to take part in district wide meeting on race)
- Let REACH sponsors know if you're interested at the 2/18 meeting

Friday, 2/26 @ 3:30 pm

- Student voice - Students will share about the 2/24 meeting and plan for March dates and activities

REACH February



**Dr. Oliver Bullock
and
Dr. Benjamin Bullock**

BLACK HISTORY MONTH

RESPONSIBILITY
EXCELLENCE
ACCOUNTABILITY
COMMUNITY
HONOR

SPIRIT WEEK

FEBRUARY 22-26

EVERYONE IS INVITED!

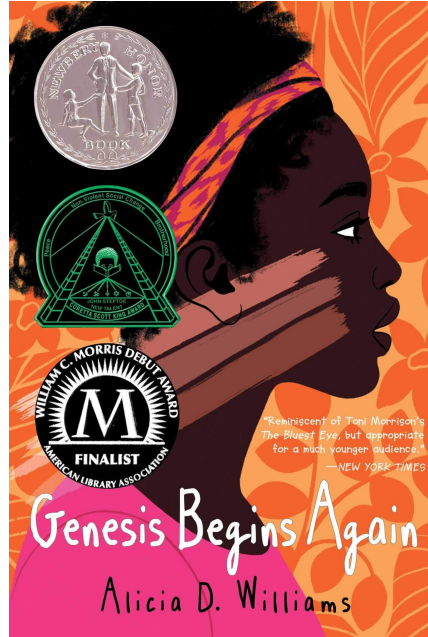
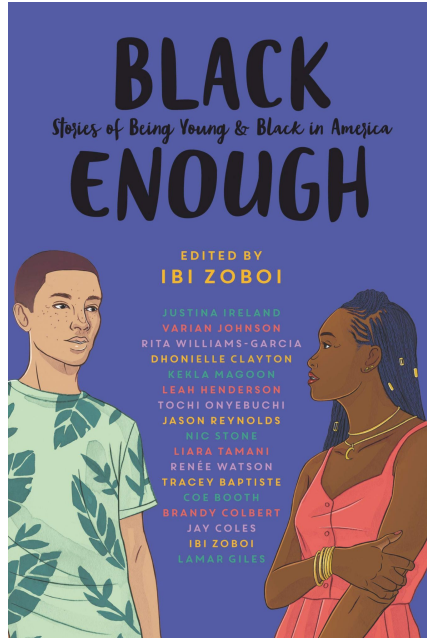
MONDAY FEB 22 BLACKOUT ALL BLACK EVERYTHING SHOW UP AND SHOW OUT IN ALL BLACK ATTIRE! ONLY HAVE ONE BLACK ARTICLE OF CLOTHING? IT'S FINE, WEAR IT!	TUESDAY FEB 23 PAN-AFRICAN Day Wear Red, Black, Green, or all three to support Pan Africanism. But wait...what is Pan Africanism? It is the belief that people of African descent have common interests and should be unified! The Pan-African flag has red, black, and green in it!
WEDNESDAY FEB 24 REP YO' ROOTS Wear colors from the flag(s) of your cultural background! Want to take it a step further? Wear attire that represents your cultural background!	THURSDAY FEB 25 DRESS TO IMPRESS Let's celebrate Black Excellence by wearing your finest clothes to school! What is Black Excellence? It is the idea that people of African descent live their lives in ways that moves their community forward.
FRIDAY FEB 26 HBCU Day Wear attire from a Historically Black College or University! Don't have any HBCU attire? Wear clothing from any college, university, or trade school of your choice!	RESPONSIBILITY EXCELLENCE ACCOUNTABILITY COMMUNITY HONOR

THIS SPIRIT WEEK IS SPONSORED BY
REACH AT BCMS.

Made with PosterMyWall.com

REACH Blackboard Site

REACH Book Talks



REACH Field Trip



Community Engagement (Middle Schools)

- CARE Meetings
- District Achievement Imperative Task Force
- ISC Committee Meetings
- BOE Ad Hoc Committee Meetings
- Affinity Groups bring families in for programming

High Schools

High School DEI Mission

Student Learning/Initiatives

“So much work goes into listening. It does not start at the site of the conversation. It starts when you work toward creating the context for rich dialogue to happen. You need to create and maintain the kind of community that will help kids feel safe enough to be honest with you (2019, 81).”

-Cornelius Minor, *We Got This*

Student Learning/Initiatives

CREI (Council for Racial Equity & Inclusivity) - To foster diversity, inclusivity, and equity in all aspects of LMHS culture through tangible student action. We take part in this work because we love our community and want to see it change for the better. *Highlights: community town hall (Sept. 2020), oversight of all student organizations, Dr. Doaty trainings, weekly meetings with administration, student outreach*

BSU (Black Student Union) - The Black Student Union at Lower Merion High School, serves as the unifying organization that represents BIPOC organizations and BIPOC students. BSU is charged with ensuring the well being of the Black community at LMHS, creating a safe space for Black students, engaging in DEI issues that affect the Black community on campus and at-large, and organizing action plans that serve the BIPOC community. *Highlights: Black excellence events, BHM events (movie night/cookie baking contest, trivia, etc.), "Seat @ the Table" Women's History Month panel discussion, merch fundraiser, etc.*

Student Learning/Initiatives

SEC (Student Empowerment Coalition) - A diverse group of social activism student leaders encompassing representation from the majority of the LMSD high school social justice organizations. *Highlights: equity statement student feedback session, Black Excellence (AA History) course student feedback session, LMTHRC tv appearance*

BREATHE- I Will Breathe (LMHS), HHS BREATHE (Harriton) - - Student organization focused on awareness and action through allyship. *Highlights: town hall (LM and School Culture, Cultural Proficiency, Safety and Inclusion, and Causes and Policy as they contribute to the Public School Division), Philly Public School Solidarity March*

Student Learning/Initiatives

CoSaTIDE (Council of Students Advocating for Transparency, Inclusion, Diversity, and Equity) - a coalition empowering high school students of the Main Line area to partake in discussions of equality, inclusion, racism, and bias within their schools. Comprised of students from five high schools: Lower Merion, Conestoga, Radnor, Haverford, Harriton and Marple Newtown.

SAGE (Student Activists for Greater Equality) - dedicated to promoting awareness and advocacy in Lower Merion School District. *Highlights: yearly SAGE conference "Everyday Activism"*

Student Learning/Initiatives

ACC (Asian Culture Club) - a safe space to celebrate AAPI (Asian American Pacific Islander) culture and communities now empowered to begin taking a social justice approach. *Highlights: upcoming town hall, ACC/BSU alliance to fight hate, etc.*

Book Clubs [Well-Read Brothers]

- Just Mercy (2019-20)
- Between the World & Me (Fall 2020)

Student Learning/Initiatives

Curriculum Updates - Curriculum supervisors continue to revolutionize and revamp all existing curriculum in addition to creating new courses to meet the needs of a culturally diverse student population

- Voices of African American Literature (began 2020-21) and offered to 11th and 12th graders
- Black Excellence (African American History) (begins 2021-22)
- Black History Month advisory activities
- Asian American Heritage month advisory activities

Student Learning/Initiatives (LMHS)

Advanced Level Courses for BIPOC students -

Goal: 80% of the LMHS BIPOC population taking at least one or more honors or AP courses

- Spent 2 full days in July 2020 looking through PVAAS AP projections and other student data
- Based on data and relationships, contacted students that we felt should be in these courses, offered them a placement, and spoke with their teachers
- Currently have reached the goal of over 80% - which is equal to all other ethnic/racial groups at LMHS. This goal will be closely monitored.

Staff Development/ Professional Learning

ARC (Anti-Racist Coalition) - Led by faculty members for faculty members. Engage in anti-racism readings, discussions, and trainings

- Student panel discussion (full faculty) - September 2020
- 5-hour PRP (voices of students of color, supporting Black Excellence, racial wealth gap, facilitating critical conversations, etc.)
- Trainings w/ Dr. Doaty

Staff Development/ Professional Learning

BHM Teacher Training - All high school faculty members trained to deliver BHM advisory activities and critical conversations

- Scaffolded resources
- Opportunities to engage w/ the content as students and provide feedback/ask questions

Community Engagement

- CARE Meetings
- District Achievement Imperative Task Force
- ISC Committee Meetings
- BOE Ad Hoc Committee Meetings
- Affinity Groups bring families in for programming
 - POWER Chat & Chew
 - Rites of Passage

EQUALITY



EQUITY



JUSTICE



Equity isn't just a value, it's our collective responsibility.

EQUITY MEANS

(1) Recognizing that everyone doesn't have or need the same things.

(2) Understanding the social conditions, policies, practices, and choices that led there.

(3) Doing everything in our power to fight unjust systems, and give people what they deserve.



Q&A

Additional Resources

[Penn Wynne CP GoogleSite](#)

[Elementary Black History Month](#)

[Penn Wynne Explore the Doors](#)