

Diversity, Equity, and Inclusion Task Force 2020-2021 Report

Cape Elizabeth School Department
School Board Workshop
May 25, 2021



Tonight's Agenda



01 DEI TASK FORCE
History/Overview

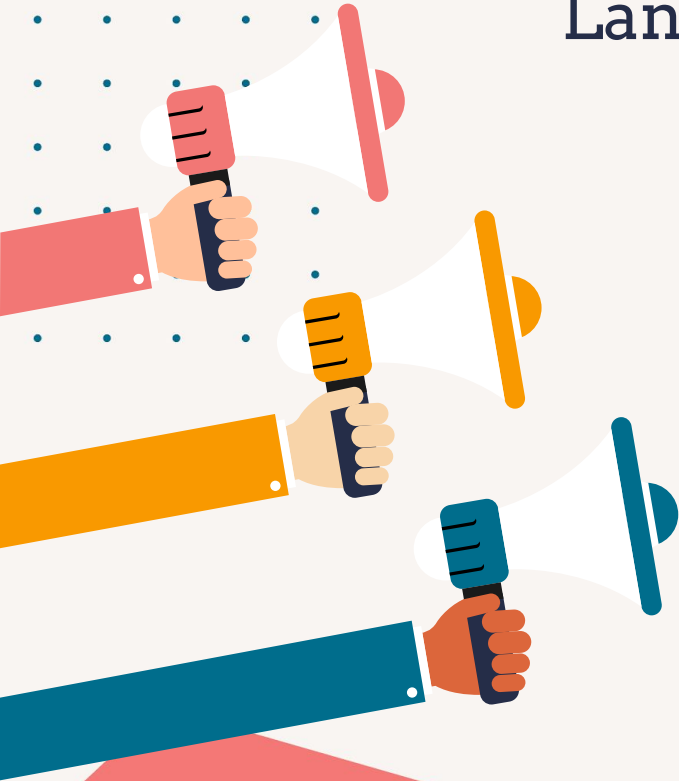
02 DISTRICT-WIDE INITIATIVES
Professional Development, "Tickets to Do," Equity Audit

03 SCHOOL-BASED INITIATIVES
Pond Cove, Middle School, High School

04 NEXT STEPS
Recommendations for Moving Forward

Land Acknowledgement

We are on the traditional territory of the Wabanaki (Dawnland) Confederacy, which comprises five Nations, including the Abenaki, who lived on and cared for the land we know as Cape Elizabeth. Currently, there are four state-recognized bands of Abenaki in Vermont and two Abenaki reserves in Quebec.





01

DEI Task Force

History/Overview

Mission

Create and begin to implement an action plan designed to improve diversity, equity, and inclusion in the Cape Elizabeth Schools, with a focus on curriculum, professional development, and climate/culture

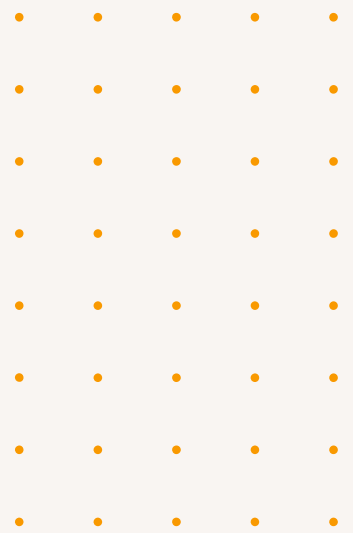
Approved by School Board, September 8, 2020



Members



Cathy Stankard, Director of Teaching and Learning - Chair
Heather Altenburg, School Board Chair
Kate Atkinson, Grade K Teacher
Nate Carpenter, CEHS Assistant Principal
Emilee Conroe, English Learner Teacher
Janna DeWan, CEHS Art Teacher
Karen Ferry, Grade 1 Teacher
Bri Gallagher, PCES School Counselor
Erin Hill, CEHS English Teacher
Sashi Kaufman, Grade 7 Experiential Learning Teacher
Amanda Kozaka, CEMS Library Media Specialist
Andrew Lupien, CEHS Math Teacher
Erica Marcus, CEMS Mindfulness Director
Erin Nelsen, CEMS Speech-Language Pathologist
Leon Daniel Okitosongo, CEHS French Teacher
Megan O'Neill, PCES School Counselor
Mary Page, CEHS Social Studies Teacher
Joanna Payne, Grade 8 Humanities Teacher
Stephanie Royal, CEMS School Counselor
Jeff Shedd, CEHS Principal
Melanie Thomas, Town Civil Rights Committee Co-Chair
Montserrat Torras Salvador, CEHS Spanish Teacher
Donna Wolfrom, Superintendent
Liz Yarrington, CEHS English Teacher



Forming, Norming, and Performing



Meetings

- Biweekly (Oct - May)
- Whole group, school-based groups, functional groups



Norms

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure
- Honor confidentiality



Focus

- *Race is the base for responsible conversations about difference, especially in a White community.*
Lawrence Alexander
- CESD: 10% BIPOC



02

District-wide Initiatives

Professional Development, "Tickets to Do,"
Equity Audit

Professional Development Staff

COVID, Race, and Trauma

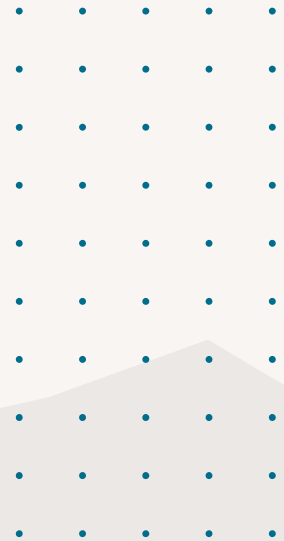
- November 3
- Leah Hough, Lesley U
Erica Johnson, Case
Western Reserve U

Interacting with Wabanaki Maine History

- March 3
- Wabanaki REACH

The Groundwater Approach: Building a Practical Understanding of Structural Racism

- February 3
- Racial Equity Institute



Professional Development DEI Task Force

Cultural Competence Institute

- Monthly
- Lawrence Alexander
Carney Sandoe and Associates, DEI Practice Group

2021 Anti-Racist Roadmap

- February 10
- Kate Slater
Brandeis University and University of New Hampshire





“Tickets to Do”

- Revised School Board policies and procedures to incorporate gender-neutral language
- Wrote letters to the community in support of classroom discussion as a tool to fight racism
- Began examining curriculum through anti-racist lens (authors, artists, historical perspectives, math problems)
- Initiated equity analysis of each school library's collection

Equity Audit

Achievement

Does enrollment in Honors/AP courses by race/ethnicity mirror school demographics?

Instruction and Assessment

Are individual learning differences recognized and respected? Are teaching practices culturally responsive?

Attendance and Discipline

Do absence, detention, and suspension rates by race/ethnicity mirror school demographics?

Climate and Culture

How are students and families thinking and feeling about equity and inclusion in our schools?

Curriculum

Whose stories are told? What faces are pictured? What perspectives are presented?

Hiring Practices

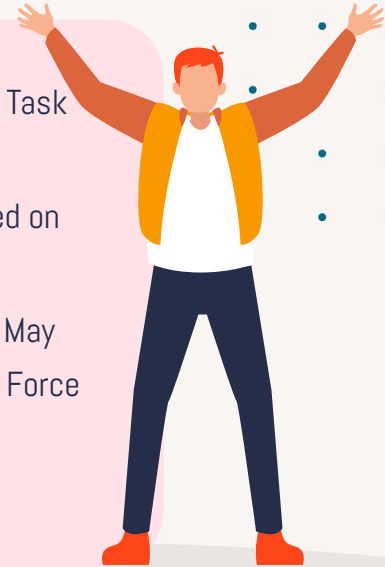
How racially/ethnically diverse is the staff? Where does recruitment occur?

Jo Persad

I am a California girl who relocated to Boston five years ago, after a pitstop in Barcelona for three. I teach ninth-grade physics in the Boston Public Schools. During this past year, while at Harvard, I have worked with Ghana's Ministry of Education and Virginia's gubernatorial Office of Diversity, Equity, and Inclusion on educational and racial reforms, respectively. When I'm not working or in school, I co-host a podcast and enjoy cooking and dancing. Last fact, I am a career changer. I am a nurse by trade, but life led me to education and by extension my purpose so I never looked back!



- Presented to DEI Task Force on April 14
- [Proposal](#) accepted on April 18
- Phase 1 starting May 26 with DEI Task Force and June 9 with students





03

School-based Initiatives

Pond Cove, Middle School, High School

Pond Cove

Pond Cove DEI Committee

- Structure
- Focus
- Resources

AMAZEworks Persona Dolls

- CEEF grant
- Implementation
- Next Steps

Book Group

- *We Got This: Equity, Access, and the Quest to Be Who Our Students Need Us to Be* Cornelius Minor
- Maine Teacher of the Year grant

Civil Rights Team

- Overview
- Next Steps



Middle School

Middle School DEI Committee

- Structure
- Focus Areas

“Groundwater Approach” Debrief

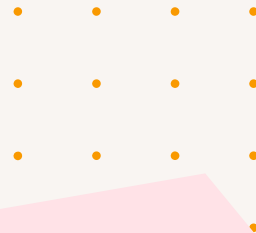
- Process
- Outcomes

Book Groups

- *Me and White Supremacy* by Layla Saad
- *So You Want to Talk About Race* by Ijeoma Oluo

Civil Rights Team

- Overview
- Projects



High School

High School DEI Committee

- Structure
- Goals

School-wide

- Black History Month posters
- *Uncomfortable Conversations With a Black Man* by Emmanuel Ocho advisory conversations

Professional Development

- *So You Want to Talk About Race* by Ijeoma Oluo book group
- Departmental professional development

Student Discussions

- Origins
- Process
- Topics





04

Next Steps

Recommendations for Moving Forward

Next Steps

DEI Task Force

- Structure
- Processes

Schools

Student Voice

Improvement of
diversity, equity,
and inclusion in
Cape Elizabeth
Schools

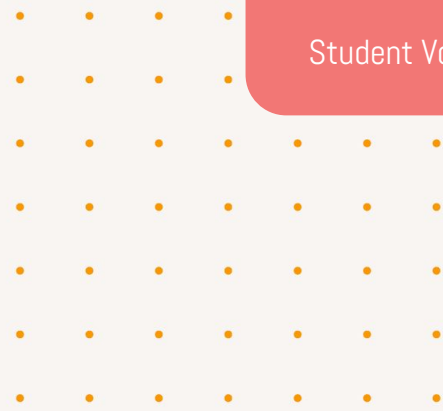
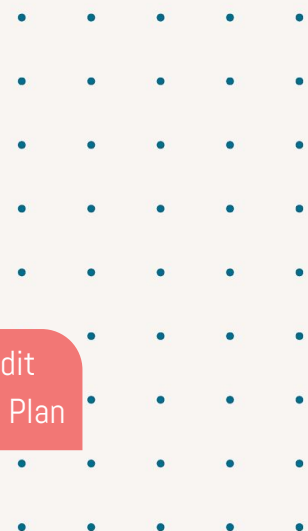
District

- Equity Audit
- Strategic Plan

Resources

- PD ½ Days
- Title IIA Funds

Town DEI Committee





All of us in the academy and in the culture as a whole are called to renew our minds if we are to transform educational institutions – and society – so that the way we live, teach, and work can reflect our joy in cultural diversity, our passion for justice, and our love of freedom.

bell hooks

Thanks!

Cathy Stankard, Director of Teaching and Learning
Bri Gallagher, Pond Cove Counselor
Stephanie Royal, Middle School Counselor
Andrew Lupien, High School Math Teacher

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