

How Diverse is your Universe?

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Student Presenters

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Norms & Expectations

Mindfulness

Please limit use of phones and technology (unless you are taking notes). For this workshop, it is important to be present.

Engagement

Ask questions.
Answer questions.
Challenge yourself.
Challenge each other.

Reflection

Be thoughtful, courageous, and honest about areas of greatness and growth.

Session Objectives

Learners should be able to:

- define equity
- reflect on issues concerning equity in a global and local context
- identify barriers to achieving equity in their respective school/organizations

School Climate

“To put it as succinctly as possible, if you want to change and improve the climate and outcomes of schooling both for students and teachers, there are features of the school culture that have to be changed, and if they are not changed, your well-intentioned efforts will be defeated.”

[Seymour Sarason]

Big Picture, Big Lessons

What it means to educate students has changed over time.

1934: Orderly society

1957: Morality

1991: What it means to be a human being?



Too many American schools continue to follow a system designed in the early 20th century...that world has long passed us so 'this is the way we have always done it' is no longer a good enough answer." Dr. Mussoline

Educational targets: Equality, equity, & Liberation



Toward a vision of Equity

Justice is less about sameness and more about fairness, everyone getting what they need to be successful.



Reduce the gap between access and opportunity in an effort to enhance social capital.

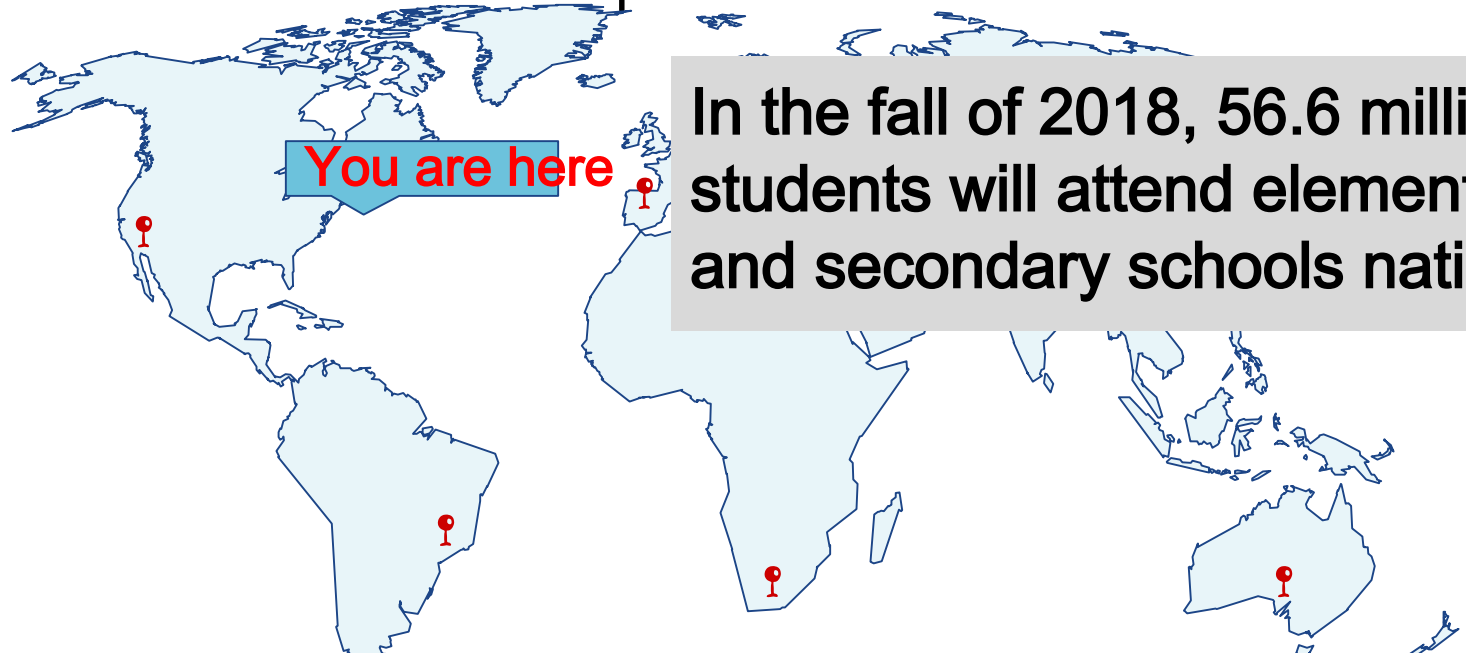


An individual's level of education should directly correlate with their future quality of life.

Session Agenda

- Establish norms and expectations [3 minutes]
- Discuss: Equity in Education [10 minutes]
- Global + Local= Glocalization [10 minutes]
- Diplomats for Diversity: *Bead Activity* [20 minutes]
- Lessons Learned about Equity [15 minutes]
- Closing/Wrap-Up [2 minutes]
- Q & A [10 minutes]

A Global & Local Perspective



In the fall of 2018, 56.6 million students will attend elementary and secondary schools nationwide

Globally, about 262 million children are out of school ages 5-17, or 1 in 6 every 5

IF the World were 100 People



Haddonfield Borough Schools: Demographics

2,697

Total Student Enrollment

1%

Economically Disadvantaged

0%

Populations: Homeless, English Language Learners, Foster Care,
Migrant

88.4% White

3.6% Asian

3.3% Hispanic

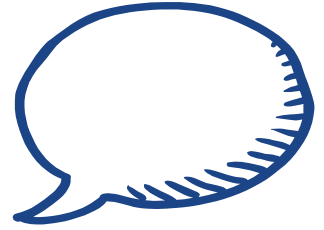
1.2 % African American

.1% American Indian/Alaska Na

0% Native American/Pacific Isl

3.4% 2+ races

Student voice: Diplomats for Diversity



A group of students interested in accepting and celebrating difference in all of the ways they identify around them:

Race, religion, beliefs, size, values, interests, strengths, skills, abilities, ethnicity, heredity, identity, hair, clothing, wealth, style, family composition, ancestry, background, traditions, culture, language, social status, popularity, sexual orientation, gender, mindset, health, wellness, mental health, disabilities, diagnoses.

Diplomats for Diversity: belief statements



Statement 1

**We believe
difference is
strength.**



Statement 2

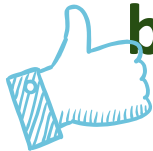
**We believe
inclusion is
crucial.**

Statement 3

**We believe
acceptance for
all is
achievable.**

Statement 4

**We believe
together is
better.**



Statement 5

**We believe the
impossible is
possible.**





**Bead
Activity**

Disclaimer

*For this activity, different races/ethnicities will each be represented by a different bead color. Please note that we are following basic groupings based on the U.S. Census. We want to remember that a broad category such as Asian, for example, actually includes individuals from many different countries. The goal is **not** judgement, but rather justification. 😊*

Bead Activity Instructions

Select one bead for each of the following:

1. Your race/ethnicity
2. A member of your family
3. A close friend
4. Your religious leader (if applicable)
5. Your supervisor
- 6-7. Two colleagues you eat lunch with daily
- 8-9. Your home neighbors on each side
10. Your doctor
11. Your dentist
12. A favorite teacher, coach, or mentor
13. your favorite movie character
14. Star of your favorite television show
15. The majority of your social community
16. The person you admire most
17. Your favorite singer/band or group

Bead Activity: Discussion Questions

What was your reaction while you were engaged in the activity?

How do you feel about the diversity of your universe represented by the beads?

Could you change the beads that represent your experience?
How? Should you want to? Why?

How do you think you could use this activity to facilitate a dialogue with young people?

How do you think you could use this activity to start the conversation with colleagues and leadership?

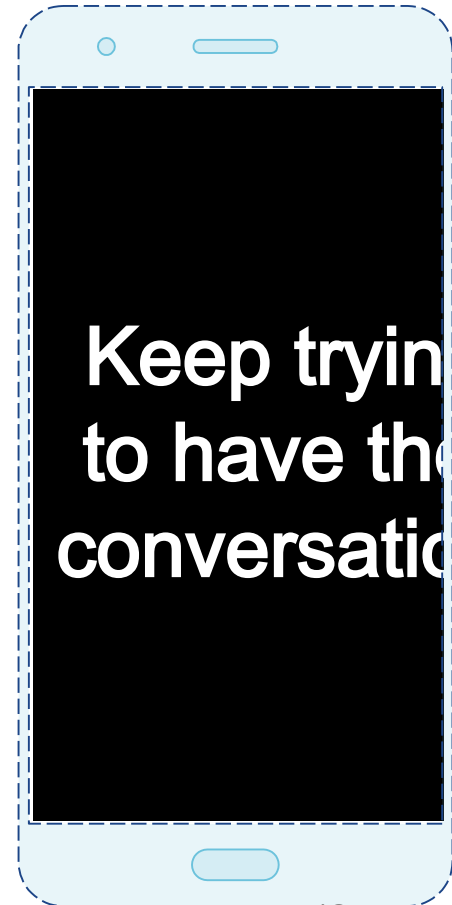
Lesson

Strategies

- ❑ EdCamp format
faculty meetings
- ❑ Staff/student
presentations
- ❑ Student activities
(focus groups)
- ❑ Create spaces of
inquiry
- ❑ Open invitation to
others

Challenges

- ❑ Identifying
stakeholders
- ❑ Mindsets/Implicit
Bias
- ❑ Consistent
Participation
- ❑ Changing Priorities



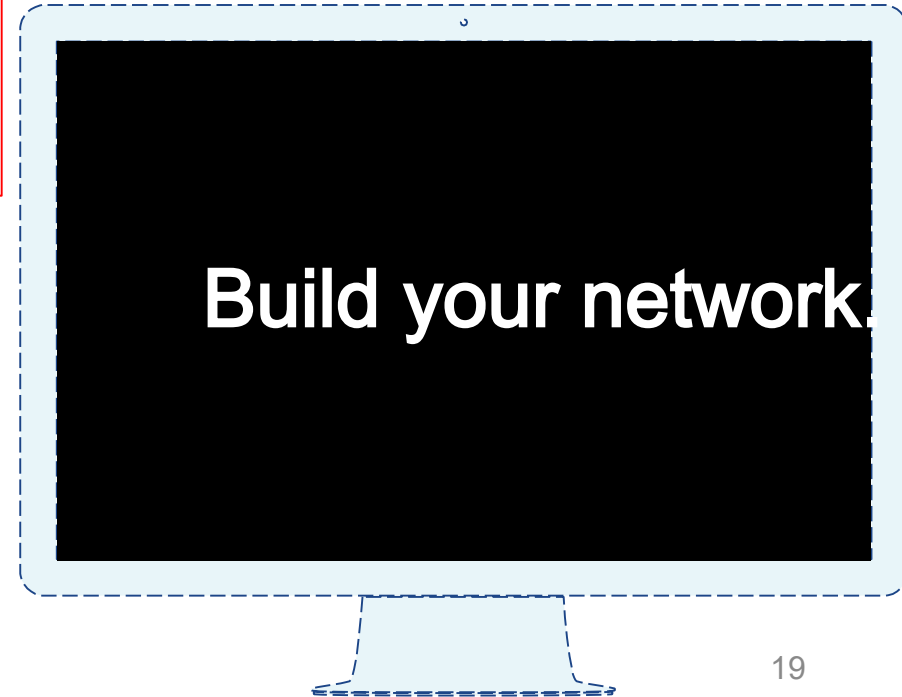
Lesson 2

Strategies

- ❑ Survey interest
- ❑ PLC's
- ❑ Extend learning
- ❑ School/community partnerships

Challenges

- ❑ Community apathy
- ❑ School structures (time)
- ❑ Past history

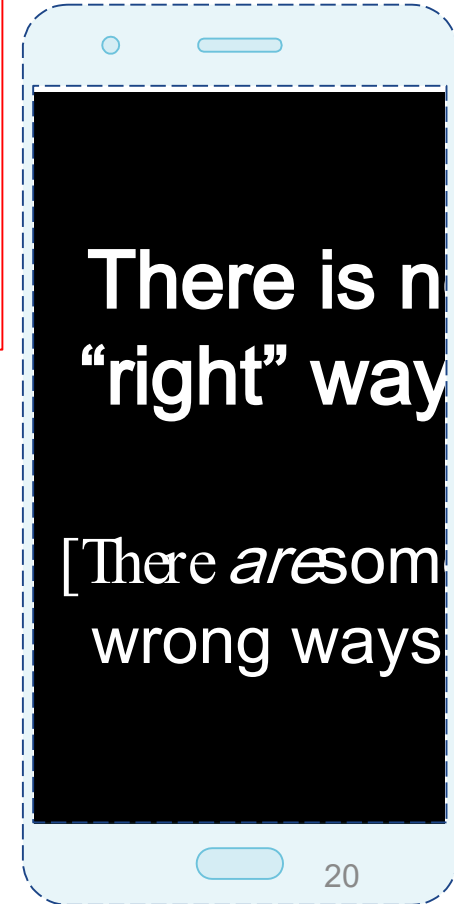


Strategies

- ❑ Manage expectations
- ❑ Calculated risk
- ❑ Incremental buy-in
- ❑ Engage in thoughtful discourse

Challenges

- ❑ Engage in thoughtful discourse
- ❑ Start point
- ❑ Availability of resources
- ❑ Leadership



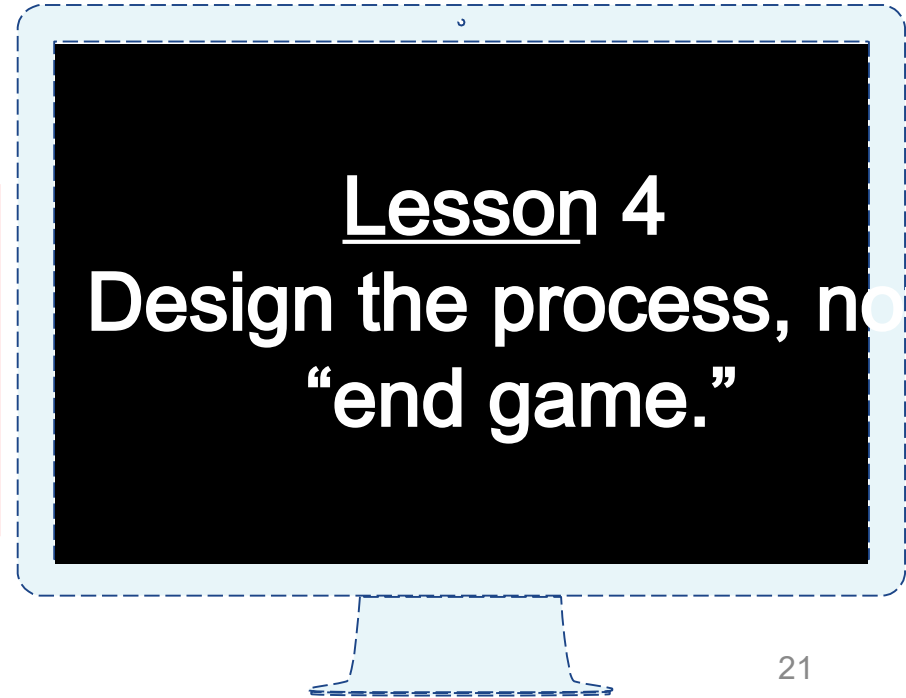
strategies

- ❑ Vertical/lateral articulation
- ❑ Strategic planning
- ❑ Continuous evaluation and reflection

Challenges

- ❑ Dynamic process
- ❑ Evolving vision/mission
- ❑ Marathon, not race

Lesson



The Ideal School



**Diversity
hiring &
retention**



**Growth
mindset**

**Equal
contribution
&
decision
making**



**Culturally
competent**



Education as a Proc

“I believe that the school is primarily a social institution. Education, therefore, is a process of living and not a preparation for future living.”



[John Dewey]

Thanks!

Any questions?



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