



PUBLIC SCHOOLS of
BROOKLINE



The Culture of Equity in PSB: Challenges & Road Ahead

March 2, 2023

Purpose of this Presentation

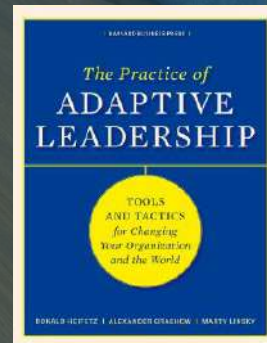
- To update on our approach and goals for educational equity
- To offer insights on the work – highlights and ongoing challenges
- To partner in seeing the system anew - boundaries and the road ahead

“If you can show me how I can cling to that which is real to me, while teaching me a way into the larger society, then and only then will I drop my defenses and hostility, and I will sing your praises and help you to make the desert bear fruit.”

–Ralph Ellison

“To diagnose a system or yourself while in the midst of action requires the ability to achieve some distance from those on-the-ground events. We use the metaphor of “getting on the balcony” above the “dance floor” to depict what it means to gain the distanced perspective you need to see what is really happening.”

— Ronald A. Heifetz



Sense of Loss INCREASES as you move closer to creating equitable culture

deep

DBIE Spectrum

Diversity is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, ability level, cognitive learning differences, education, economic background.

Diversity feels like equality.

You've been asked to the party.

Belonging is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

Belonging deepens how we understand and support each other.

You feel welcomed and comfortable going to the party.

Inclusion is the participation. Inclusion is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

Inclusion is new voices support decision making, and leadership and policies.

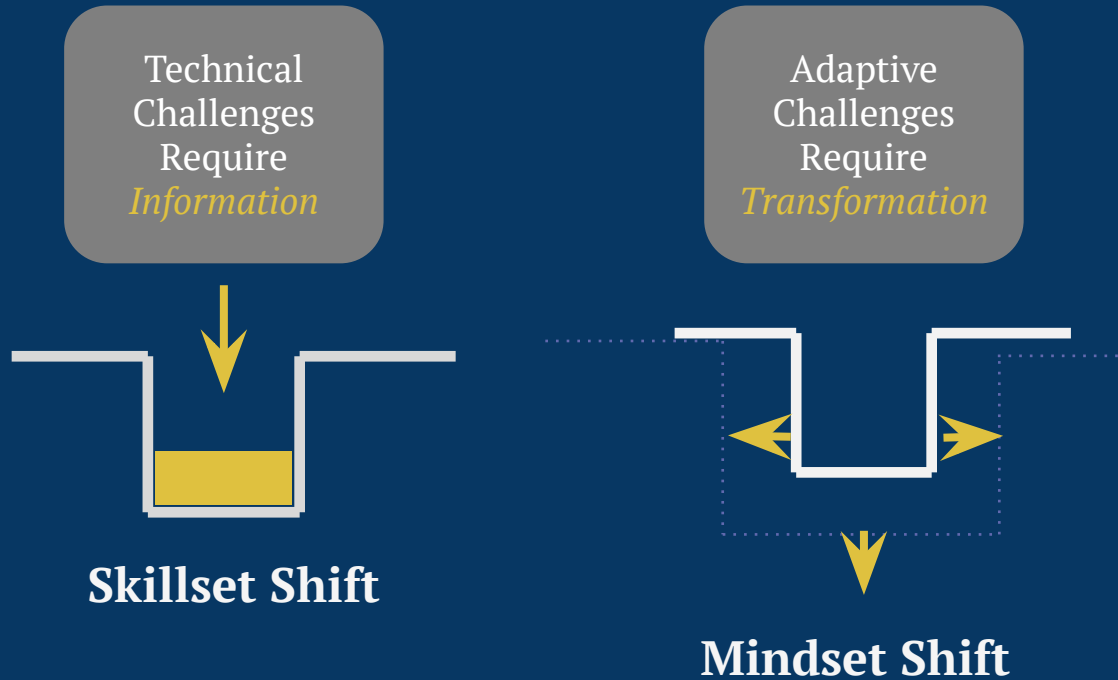
You've been asked to help plan the party.

Equity requires changing structures of power & privilege so disparities of historically under-represented groups are eliminated and therefore outcomes cannot be predicted by that grouping.

Equity is when the policies change/shift.

Redefines what the party entails, who has the power to plan the party and if there should be a party.

Technical vs Adaptive **Challenges**



What Does Equity Call PSB Leaders/Educators to Do In Schools?

1. To Understand: Individual **Student Needs** and **Adult needs.**
 - a. ***This does not happen all at the same time, this is why we use the DBIE Spectrum. One step at a time to Equity.***



There are two different levels of Belonging that must be created:

Adults:

- Belonging starts with adults.
Adults that do not feel “Belonged” will struggle to create Belonging for students.
- Adult Belonging looks like:
 - Empathy
 - Appreciation/ Recognition
 - Storytelling, Icebreakers
 - Accountability
 - Professional Development
- Adults have tools and practice to engage in best practice around teaching & supporting others

Students:

- SEL based practices
- Restorative Practice
- Positive Based Asset Thinking
- Opportunities to share stories, activities
- Partnership in planning
- Feeling centered and seen in curriculum
- Rigor

What Does Equity Call PSB Leaders/Educators to Do In Schools?

2. To Build instructional practices to meet Student Needs.
 - a. *Shift Instructional, Curricular and Engagement Practices to meet our expanding knowledge of ALL student needs (race,ability, support, economic, etc).*
 - b. *Remind ourselves that instructional practice shifts begin with the work of adults.*
 - i. Differentiate lesson planning, teaching practices to meet the different needs of students.
3. To shift policies (in classrooms and **systemically**) to remove barriers to access for students and families.
 - a. *Curriculum, Parent Engagement, Funding, etc.*



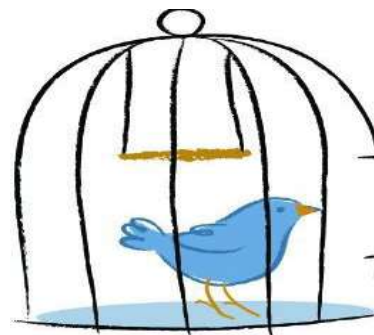
Professional Development

- Whole School Faculty Meetings *every other Tuesday**
- Small Group Targeted Meetings
 - Department Meetings (e.g. ETFs, ELA, Wellness)
 - Grade Level School Team Meetings (e.g. Specialists, K-5, 6-8)
- School & District Leadership Meetings (e.g. principals/vp, admin council, OTL, SEL)
- Community-wide Meetings (e.g. Brookline Teen Center, Brookline Houses of Worship)



Professional Learning and Adult Affinity

- SEED: 10 school-based groups
- Educator Affinity Spaces: **FIRST TIME!**
- SEED for Caregivers: **FIRST TIME!**



Calling ALL LGBTQ+ STAFF

JOIN US IN QUEER AFFINITY!

FIRST MEETING:
When: Thurs, Jan 26
3:30 - 5:00
Where: Town Hall
5th floor

Come together to:

- Build community
- Share experiences
- Advocate for the change we wish to see in PSB

SIGN-UP HERE

Calling in ... white PSB staff!

Developing Our Anti-Racist Practice

Dates: 1/9, 2/6, 3/6, 4/3, 5/5, 6/5
3:30 - 5:00pm
PDPs available
Mild and spicy groups
Not meeting on 7/26 then TBD

Goals

- Accountability
- Action
- Vulnerability
- Awareness
- Reflection

Sign Up!

Join us if you've ever said...

- I feel guilty or sad about my whiteness.
- I want to examine my personal habits and awareness.
- I wish we had more than just PBDays to tackle racial equity work.
- How can I AAPI SEED extra hours?
- I want to work on equity, but my calendar time is content focused.
- I want to do SEED, but it's too much time.

Calling All AAPI Staff at PSB

JOIN US IN AAPI AFFINITY SPACE

Open to all AAPI identifying PSB Educators and staff

First Meeting:
Thursday 1/12
Location: TBD

MEETING TIMES

- Thursday 1/12
- Thursday 2/9
- Thursday 3/30
- Thursday 4/13
- Thursday 5/18
- Wednesday 6/21

LOCATION
Alternating remote zoom meetings and in-person (school buildings, restaurants, TBD)

PDPs Available!

Sign-Up Here!

BIPOC EDUCATOR AFFINITY CIRCLES

OPEN TO ALL PSB EDUCATORS AND STAFF

How do I center healing, resilience, and joy for Black, Indigenous, and People of Color?

Experience what it looks, sounds, and feels like to engage in racial affinity conversations here in PSB. Through monthly touch points, colleagues will have opportunities to participate in BIPOC affinity work while connecting and building relationships with other like-minded educators.

Conversation Topics & Goals

- Unpacking **Racialized Experiences** in cultural courses and ethnic groups
- **Healing Practices, Mindfulness, and Groundings**
- **Assessing Needs** of our Affinity Spaces
- **Racial Battle Fatigue** and Tokenization
- **Activate and embrace joy** throughout BIPOC communities
- **Scope and Sequence** for launching and sustaining an affinity space

BIPOC AFFINITY CIRCLE OFFERINGS

AAPI Circle
Black + African American Circle
Latine Circle
Multiracial Circle

SCAN OR CODE READY TO LEARN MORE ABOUT CIRCLE DATES + REGISTRE

PDPs Available

Adult Collaborations

- BEED (Brookline Educators for Educator Diversity)
 - Massachusetts Partnership Diversity Education (MPDE)
 - Boston University
- CARE (Coalition for Antiracist Education) Parents
- Community Collaborations:
 - Anise Health Co. with School Clinicians
 - Caregiver Learning around Mental Health
- Brookline Community Foundation (BCF), Brookline Education Foundation (BEF), Innovation Fund (IF)
- Office of Diversity, Inclusion & Community Relations (ODICR)



GOOD INTENTIONS, BAD IMPACT!
HOW MICROAGGRESSIONS HURT KIDS

WANT TO LEARN HOW TO UNPACK MICRO AGGRESSIONS IN SCHOOLS?

HAVE PEOPLE SAID THAT SOMETHING IS RACIST, BUT YOU DON'T KNOW WHY?

DO YOU WANT TO BE AN ALLY FOR RACIAL JUSTICE BUT AREN'T SURE HOW TO START?

Join other Brookline school parents for an engaging, informative workshop on some of the common conversational pitfalls that happen in classrooms and other diverse groups. You will gain insights and tools you can use right away to build awareness and address MICRO AGGRESSIONS in schools and in public.

February 13th at 7:30 PM

Brought to you by Coalition for Antiracist Education (CARE), a group of parents from all Brookline Public Schools working with the district to promote equitable policies and strengthen our diverse community.

FREE & INTERACTIVE

BROOKLINE

REGISTER AFTER REGISTRATION
Register online: [HERE](#)

Anise Health
3-Part Counselor Training Program Overview

Jan 9, 2023 #1: Getting on the Same Page	Feb 6, 2023 #2: Working Through Our Challenges	Mar 6, 2023 #3: Overcoming Our Biases and Differences
Historical context on mental health trends and challenges in the Asian American community	Confidential space for sharing challenges working with Asian students and caregivers	Discuss our own biases as well as concrete strategies for serving students of Asian descent as a non-Asian counselor
Today		

Forum for submitting questions for Anise to address during the workshops

- BHS AAPI LEAP (Leadership and Affinity Program)
 - African American and Latino Scholars Program (AALSP) & LEAP
- AAPI K-8 Student Affinity Groups
- BRAVE
- DEI-J Subcommittee



JOIN BRAVE!

Everything to know about Brookline Racial Activists valuing equity

A short story of BRAVE

Brookline Racial Activists Valuing Equity is a coalition of activists, formed to consistently connect Brookline's activist efforts. In early 2020, Susan Roudsbotham and Robin Newman brought together a group of students, teachers, parent and administrative activists to plan the structure of BRAVE. By the end of 7 meetings we created BRAVE, a facilitated group which meets monthly with representatives from different clubs and stakeholder groups on Brookline's education system, hoping to create a space to hold productive problems solving discussions between stakeholders in Brookline schools.

Why this is crucial:

We already have a large activist effort in Brookline, what we lack is connection. Doing more organized as an overall movement will enable us to enact change on a systemic scale, and tap into our community resources.

Our incredible racial justice and equity activists groups often encounter roadblocks in outreach, raising or recruiting, or actually and up holding on the same thing as each other without even knowing BRAVE also provides a space for activist efforts to be sustained after seniors graduate.

By creating a network of change makers throughout Brookline schools we are able to tap into each other's resources and access caring and engaged members of the community whenever we need it. This year BRAVE was crucial in starting a "reform effort" to revise graduation requirements, which collaborated with the push to create a scholars advisory, and facilitated several other connections.

Faculty Advisers

- Stephanie Hunt
- Jan Martin
- Lindsey Davis

Time Commitment

Once monthly on Zoom (evening hours)
Once quarterly in person (students-only)

We ask that BRAVE member groups have 15-20 reps at monthly meetings.

The current state of activism

Our Vision of the BRAVE network

Groups Invited to participate in BRAVE

- AALSP
- APAC
- BSA
- BSAFN
- JSU
- MAC
- SEED
- MISTCO
- BRIE
- SAIR
- SAFRIS
- Latine & Allies Club
- Legistature/TUCO
- The Sagamore
- South Asian Club
- Calculus Project
- Racial Reconciliation
- PSR DEI Office
- BHS Admin (Deans & CCS)
- BEU ALANA
- MENA
- BEED
- DEI/RS
- Councils
- Social Justice
- Racial Awareness
- Data Science & Social Justice

Know of another group that should participate? [Let us know!](#)

Monthly Meeting Format

- Community Update
(What is going on in Brookline regarding racial justice?)
- Support and share
Individual activists often share what they've been working on and we need the space to discuss, explore, celebrate and enable each other.
- Produce
The group will identify new reform efforts, and develop ideas for changes to be made in the school system.

Data that we should
be leveraging in
OEE

DESE PSB Student Profile Data

- The Demographic data
- The Attendance & Behavior data
- Course Enrollment & Promotion data
- The Panorama Dashboard data
- The Special Education data
- The Family & Culture/ Climate data

Challenges

Powerful,
sustainable
improvement



Self-Reflection



Data Analysis



Action Planning

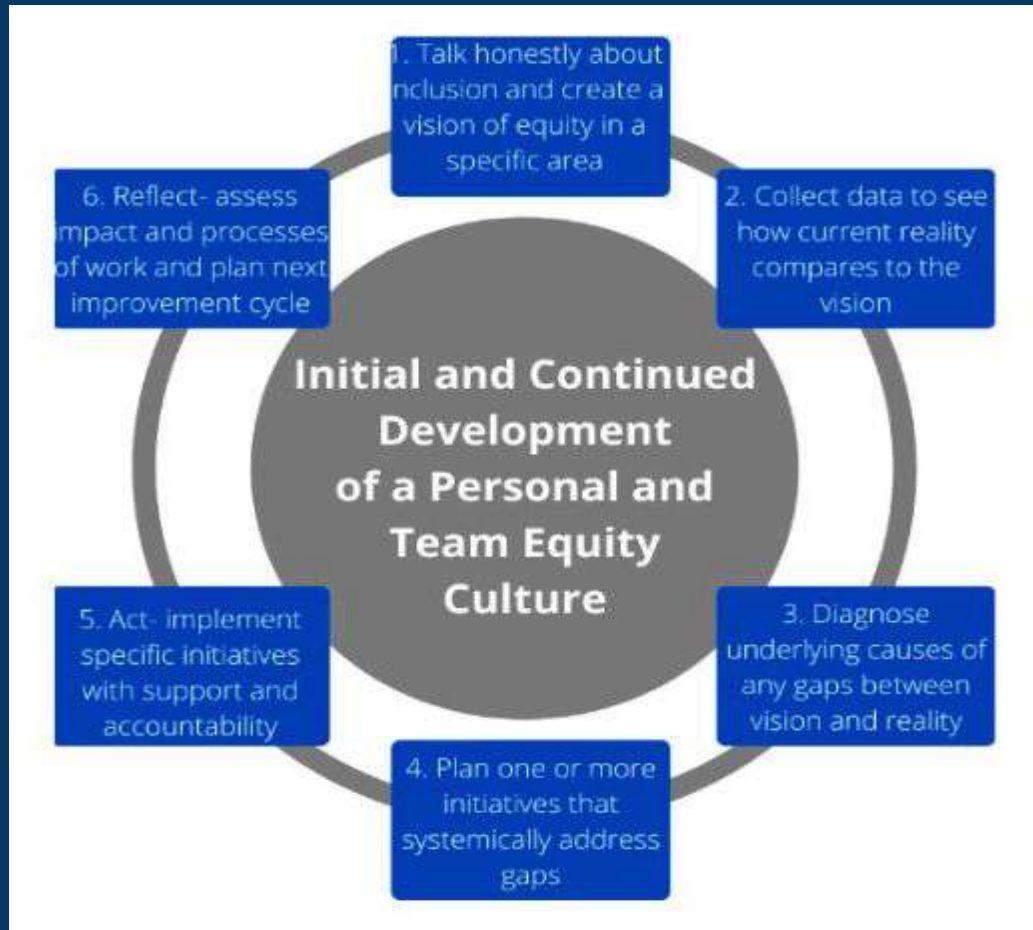
- We are trying to create new culture on top of culture that already exists – we are still early in understanding the power of culture in academic achievement.
- As a district, we are not yet effectively using collaborative data inquiry to drive continuous improvement of teaching and learning for all students.
 - In OEE, we need to be better partners and drivers of this work.
- As a department, we constantly plant the seeds – we have yet to concretely measure and further support sustained shifts in educator practice.
- Establishing and ensuring truly SMART (Specific, Measurable, Achievable, Relevant and Time-Sensitive) equity and inclusion priorities for the PSB Strategic Plan.

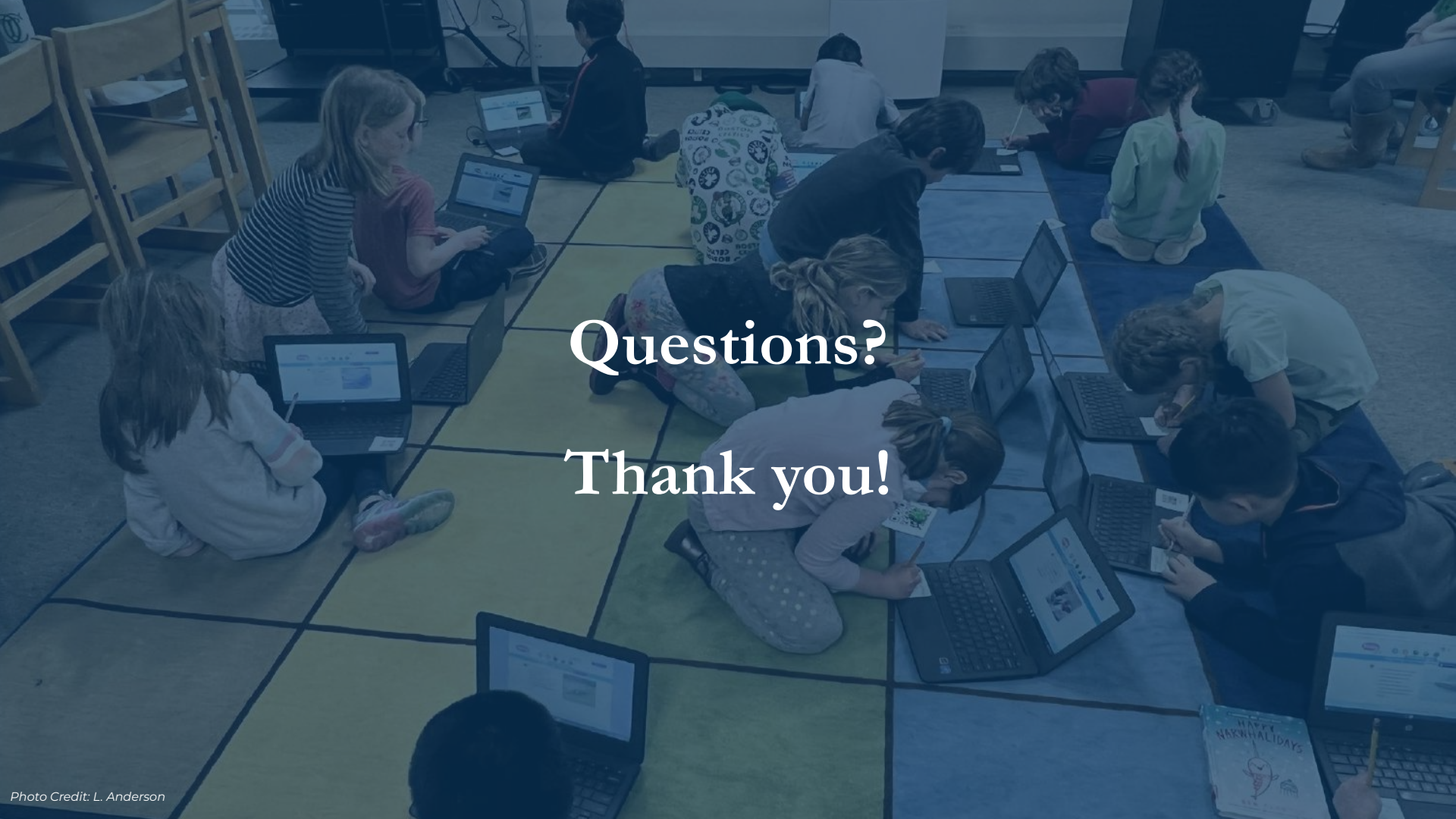
Healthy Boundaries ~ The Road Ahead

- For the health and sustainability of the Office of Educational Equity, we will...
 - Establish necessary communication with leaders to best understand what we need to be successful.
 - Manage people's expectations by constantly reminding them what DBIE work in Brookline is vs what it isn't.
 - Leverage our Job Description, the competencies and TEAMS equity and inclusion require.
- For our health and safety, we need the PSB community to support us in this part of the work.



RIDES Equity Improvement Cycle



A group of children are sitting on a floor with a large grid pattern, each with a laptop open in front of them. They appear to be in a classroom or library setting, engaged in a learning activity. The children are of various ages and are focused on their screens. The floor is made of large, light-colored tiles. In the background, there are wooden chairs and a whiteboard. The overall atmosphere is one of collaborative learning and technology use in an educational environment.

Questions?
Thank you!