

Improvement: District Equity Committee

Establish district or school level equity committees that include educators of color. Equity work might include, but are not limited to:.

- a. Education of hiring committees around implicit bias.
- b. Thorough review of current recruiting, hiring and placement document and process with an equity lens.
- c. Create a safe, affirming space by creating community norms, agreements and spaces where *all* educators feel safe.

Columbia REN - Region

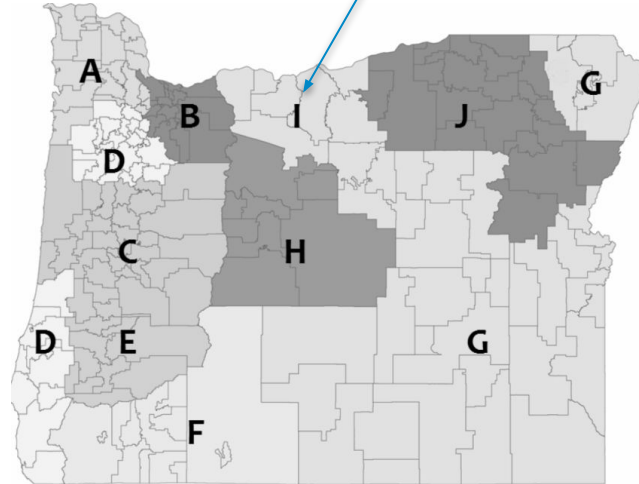
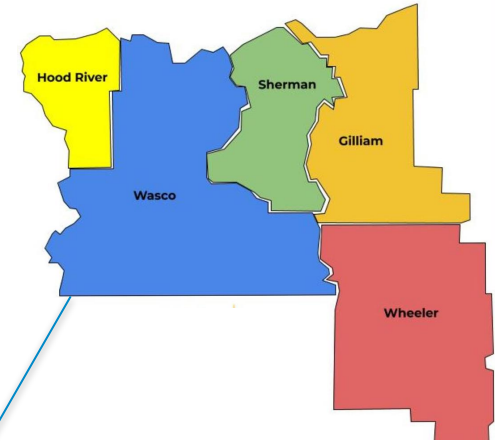
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CGESD & NCESD

Our Region spans 5 counties (Hood River, Wasco, Sherman, Gilliam, and Wheeler) and serves 10 school districts.

Our REN serves:

- Members of 2 Federally Recognized Tribes: Confederated Tribes of the Umatilla Indian Reservation and Confederated Tribes of Warm Springs
- Approximately 9000 students and 500 educators.



COLUMBIA
REGIONAL
EDUCATOR
NETWORK



EDUCATOR
ADVANCEMENT
COUNCIL

AIM STATEMENT

Our regional goal for improvement

Support and increase retention of novice educators, and novice educators of color in our region.



District Equity Committees-Goal

What do we hope to accomplish?

Establish an equity committee, whose actions have direct impact on students, staff, and families; that is led by, honors, and engages those from outside dominant culture in our community; and that has a structure that can be replicated at the school/building level.





Cycle One

October 2020 - November 2020

PLAN

What did we do?

North Wasco

- A 21 person, district equity committee was established. Selection of committee members prioritized the voices of traditionally marginalized communities and represented diverse roles within the district.
- The committee met 2 times per month for 2 hours each.
- A chair and co-chair were identified who plan and facilitate each meeting.
- The scope of the equity committee work is developed in collaboration between committee chairs and district leadership.
- The committee is centering the experiences of and elevating the voices of those impacted by their systems and decisions. The work of the committee is also embedded in the continuous improvement process.



Key Learning: Cycle 1

October 2020 - November 2020

North Wasco

- Survey data showed that participants showed an increasing sense of community and trust over the first 6 week cycle (3 meetings). The committee members felt the purposeful activities and conversations in the breakout rooms were most beneficial in building community among members.
- The size of the committee makes it difficult to complete tasks efficiently. Important learning in cycle one is the need to form sub-committees and develop a framework/structure for which the sub-committees will work and share learning with the larger group and district community.



Adaptations for Cycle 2

What's next?

November 2020-December 2020

North Wasco

- Committee will continue to meet twice per month for two hours each. The meetings will be divided into two content sections:
 - Whole group/breakout rooms of equity learning and continuous improvement learning (mindset, and application of principles, and tools of continuous improvement)
 - Sub-committees engaging in the foundational practices of staff supports (trainings/PD), recruitment and hiring practices, district operations, and curriculum.
- Convene a communications committee that will strategize communication to various stakeholders and audiences (district staff, community, school board, district leaders, etc)
- Schedule regular meetings with district leadership for strategic committee planning and progress updates.





Cycle Two

Cycle 2 - PLAN

What did we do?

North Wasco

- A 21 person, district equity committee met two times per month. Each meeting was between 1.5 and 2 hours in length.
- Sub-committees were formed. The group brainstormed and identified foundational areas that the district needed to work on. These ideas were sorted into themes. 4 themes emerged and became focus areas for sub-committees.
 - District Operations
 - Hiring and HR Practices
 - Staff PD
 - Curriculum
- The sub-committees brainstormed perceived problems of practice within their focus area.
- A Communication Committee has been formed and a Communication Coordinator has been identified to coordinate communication between stakeholder groups.
- The Equity Committee Chair is meeting monthly with the district superintendent.



Key Learning: Cycle 2

November 2020 - January 2021

North Wasco

- Sub-committees need to engage stakeholders groups in the district and community to better understand the experiences of others within the system, inform the current problems of practice or confirm them. Ultimately, the committee will need to use the data collected to prioritize problems of practice and narrow to begin work.
- The equity committee needs to continue to build community, relationship, and trust as a team. Data and member engagement suggests the use of speaking and listening protocols to ensure equity of voice and manage participation dynamics.
- The communication committee will be developing processes for their team and communications protocols to stakeholders and sharing those with the Equity Committee Chair.



Adaptations for Cycle 3

What's next?

January 2021 - March 2021

North Wasco

- The committee will continue to meet every two weeks.
 - A speaking and listening protocol will be implemented to ensure equity of voice and manage participation dynamics.
 - The equity committee, within the in sub-committees, will begin to develop mechanisms for collecting the necessary data to inform/confirm/prioritize problems of practice.
- The communication committee will be developing a process for their team, develop communications out to stakeholder groups, and share those communications with the committee chair.





Cycle Three