



Joint Governance Meeting

Diversity, Equity & Inclusion

October 4, 2021



Agenda

1. Diversity, Equity & Inclusion at Pine-Richland School District
2. DEI Input and Implementation Structure
3. 2021-2022 Goals
4. **Policy 832 - Educational Equity**





Achieve the Mission within a Culture of DEI

PR Pine-Richland School District

MISSION
THE **MISSION** OF THE PINE-RICHLAND SCHOOL DISTRICT IS
TO FOCUS ON LEARNING FOR EVERY STUDENT EVERY DAY.

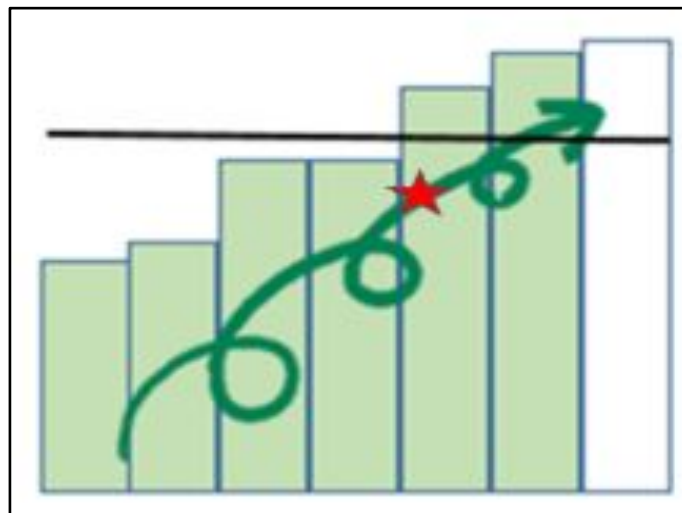
VISION

VALUES

Personal Growth represents a belief in the whole person and development academically, socially, emotionally and physically.
Resiliency is locally defined as "the ability to adapt well in the face of hard times and build upon one's strengths."
Innovation represents breakthrough change through problem solving and critical thinking.
Diverse Opportunities capture the importance of opportunities in a wide range of choices in academics, athletics, arts and activities.
Engagement reflects the degree to which students, staff, parents, and community are part of the school district.

Pine-Richland School District | 702 Warrendale Road | Gibsonia, PA 15044 | 781-497-7773

+



=



PERSONAL QUALITIES
& CHARACTERISTICS

HEALTH & WELLNESS

KNOWLEDGE

SKILLS



District/Community Commitment

July 13, 2020

Resolution supporting the development of an anti-racist school climate by the Board of Directors of the Pine-Richland School District

WHEREAS, we are deeply saddened and outraged by the recent killing of George Floyd and any violence against black men, women and children. The subsequent protests have focused a spotlight on the harmful effects of racism and inequality. Furthermore, the public response has highlighted the racial trauma that our black students, families, staff, and communities have not only endured for centuries but continue to face today.

WHEREAS, Board Policies 103 and 104 affirm the board's commitment to provide all persons equal access to education and / or employment in the district without regard to race, color, age, creed, religion, sex, sexual orientation, gender or gender identity, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability. We stand in support of our black students and families. However, we understand that racism is systemic, and it may be unconsciously and consciously rooted into our institutions, policies, and practices. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address traces of racism and inequity that may still exist within our own school community.

WHEREAS, we must listen to the voices of staff, students, families, and communities who have historically endured discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require action. Therefore, it is essential that we establish an expectation that a diversity of staff, students, families, and community members, specifically those that have been ignored, discriminated against, and marginalized, are heard and included on substantive school and district issues.

WHEREAS, we must better educate ourselves and seek to educate the community on the historical and current impact of racism and discrimination on our staff, students, families, and communities, as well as understand we can take action to end such inequity. Through education and opportunities for honest dialogue, we hope to build partnerships in the community focused on overcoming racism and other barriers. By doing so, we can create opportunities to ensure that each child has the tools and support needed to thrive.

WHEREAS, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of every student in our care. Our students, no matter their race, ethnicity, religion, gender or gender identity, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.

NOW, THEREFORE BE IT RESOLVED that the Pine-Richland School Board, unequivocally stand firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. We commit to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community.

In support of this goal, the Pine-Richland School Board commits to the following through collaboration with district leaders: (1) strategic focus on the development of a social justice and inclusive schools framework; (2) ongoing collaboration with stakeholders; (3) review of relevant policies, regulations and supporting documents; (4) education and training for staff; (5) implementation of recommendations from in-depth program review reports (e.g., Social Studies and English Language Arts); and (6) emphasis on diversity, equity and inclusive practices within the RAMS Way.

Diversity, Equity and Inclusion - Key Strategic Initiative
2020-2021
2021-2022



Summer Communication

Diversity, Equity, & Inclusion at Pine-Richland School District



Topics surrounding diversity, equity, and inclusion (DEI) are receiving national attention. DEI is a topic that has become highly politicized with strong feelings and differing perspectives. The district has begun receiving questions and concerns based on terminology and ideas connected to this national topic.

Concepts related to diversity, equity and inclusion have been a strategic focus at Pine-Richland for several years. **For clarity, it is important to understand how our district is defining some of the key terms:**

Diversity = all the ways in which people differ.

Equity = fair treatment, access, and elimination of barriers.

Inclusion = engaging and respecting individuals in all groups so everyone can participate, feel welcomed, and valued.

For example, varied access to resources is one type of **diversity**. When the pandemic required our schools to shift from a traditional model of educational delivery, our district pursued **equity** by providing a laptop computer and internet access to those students who needed them. By providing these tools and resources, we eliminated a barrier that would have compromised the educational experience of those students. This was done to foster **inclusion** for our students and families with need.

National, state, and local attention is being focused on critical race theory. We have received questions about this 40+-year-old academic concept. The actions and efforts at Pine-Richland have not been focused on critical race theory. While diversity, equity, and inclusion includes a focus on race, DEI is not only about race. Pine-Richland remains focused on learning for every student every day. This mission is the foundation of our work.

An update along these lines was shared at our school board combined meeting held on Monday, July 12, 2021. In the months ahead, we will continue to share more information and examples about what this initiative means in the Pine-Richland School District.



2021-2022 DEI Leadership Council

Last Name	First Name	Organization	Building
Amir	Zeyad	Alumni	Alumni
Bryant	Danielle	Alumni	Alumni
Lachimia	Alexander (A.J.)	Alumni	Alumni
Siegal	Andrew	Alumni	Alumni
Dhagat	Hetal	Parent	RES
Gathers	Rashard/Carla	Parent	PRHS
Hong-Bang	Susan	Parent	PRHS, PRMS
Hunt	Brandon	Parent	RES
Lydic	Tanisha	Parent	PRHS, PRMS
Miller	Max	Parent	EHUE
Miller (Mestre)	Meredith	Parent	EHUE
Patterson	Dr. Russell	Parent	EHUE
Plowey	Michelle	Parent	PRMS
Smalley	Darrell	Parent	WEX
Stearns	Sofya	Parent	WEX
Blackwell	Zoe	Student/BSU	PRHS
Gathers	Gabrielle	Student/BSU	PRHS
Johnson	Majesta	Student/BSU	PRHS
Bruce	Rhian	Student/GSA	PRHS
Swartout	Andy	Student/Stud. Gov.	PRHS

Last Name	First Name	Organization	Building
Berezo	Nicole	PRSD	EHUE
Bowman	Nancy	PRSD	PRHS
Firmin	Joanna	PRSD	WEX
Gayle	Terree	PRSD	PRMS
Glickman	Brian	PRSD	Admin
Godino	Tammy	PRSD	HES
Harlan	Dave	PRSD	EHUE
Hathhorn	Rachel	PRSD	Admin
Hustwit	Noel	PRSD	Admin
Jewart	Stephanie	PRSD	RES
Jones	Tricia	PRSD	PRMS
Justus	Kristen	PRSD	Admin
Mesin	Angela	PRSD	EHUE
Miller	Brian	PRSD	Admin
Miller	Jennifer	PRSD	EHUE
Minsinger	Jacob	PRSD	PRMS
Paczan	Maura	PRSD	Pupil Services
Pasquinelli	Michael	PRSD	Admin
Perko	Mary	PRSD	PRHS
Riley	Ramon	PRSD	PRHS
Rose	Michael	PRSD	PRMS
Rowe	Kristen	PRSD	PRMS

Last Name	First Name	Organization	Building
Shenefiel	Beth	PRSD	EHUE
Sloan	Jenna	PRSD	RES
Straub	Leslie	PRSD	PRHS
Switala	Michelle	PRSD	PRHS
TBD	TBD	PRSD	PRHS
Welshonce	Carolyn	PRSD	PRMS
Casciani	Marc	School Board	School Board
Lyons	Peter	School Board	School Board
Meyer	Carla	School Board	School Board
Swope	Kasia	School Board	School Board



Sample 2021-2022 Goals

- Continuously **improve climate and culture** within each school through DEI, RAMS Way, Relationships, DEI Building Teams, etc.
- Update and approve **Policy 832 - Equitable Schools**
- Create and administer a **PRSD Equity Audit**
- Disaggregate and analyze data regarding the **culture of DEI** in our schools via the **annual survey**
- Ensure staff have a command of the key **common language terms**
- Expand **IDPR Recommendations & Implementation**
- **Extend DEI Leadership Council** into the 2021-2022 school year and confirm participation of members
- Deepen and expand **partnerships with external people/organizations**
- Share real-time examples (stories) of **improved experiences** as a result of this work.



Policy 832 - Educational Equity

Timeline

- 2020-2021
 - Initial board and community input
- September 2021
 - Core and expanded team discussions (9/15/2021)
 - DEI Leadership Council input (9/29/2021)
- October 2021
 - Joint governance meeting discussion/input (10/4/2021)
 - Board agenda informational item (10/4/2021)
 - First read of Policy 832 (10/18/2021)
- November 2021
 - Second read of Policy 832 (11/15/2021)
- December 2021
 - Third read/adoption of Policy 832 (12/13/2021)

