MCPS I VALUE Working Group

Presentation to Board of Trustees
January 26, 2020

Presented by:
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Core Purpose

Create a more inclusive workplace and school setting.

Learn skills, to be aware of and interrupt bias.

Make MCPS schools a safe, respectful, and responsible learning environment for our staff and students.
Background

2019-20 school year

Students and families have been providing feedback for years about their experiences of discrimination and concerns about diversity, equity, and inclusion.
Background

2019-20 school year

I VALUE working group formed

Members included professionals in the field of anti-bias and racial justice work and many more were recruited to represent the MCPS community.

3 months of meetings

Paused due to the pandemic
Current Priorities

2020-21 school year

1. All future work should have a primary focus of *centering the experience* and *growing the leadership of specific groups* within the District including: BIPOC (Black Indigenous People of Color), members of the LGBTQIA+ community, members of various religious communities, individuals who *speak a language other than English* or who *come from other countries*, and individuals who *experience economic, physical or developmental challenges*. 
Current Priorities

2020-21 school year

2. A **leadership team** should be established that includes those with experience and expertise in anti-racism, diversity, equity, and inclusion training and work.
Current Priorities

2020-21 school year

3. A cohort of allies and supporters, will be the first to be trained. They would act as leaders within the MCPS community in implementing social change.
Current Priorities

2020-21 school year

4. Identify and **take action** on known issues while concurrently planning, training and researching.
Timeline: 2020-2021 School Year

March-April

Training Ally Cohort

Members identify next steps for action within their school/org.

March-April

Data Team Research

Initial Data Review of academic, attendance, and discipline/behavior data

May-June

Planning

Create action plan and staff training plan for 2021-2022 school year.

2021-2020

Staff Training

Train 150 MCPS staff, faculty, and board members.
What do you value?