

MCPS | VALUE Working Group

Presentation to Board of Trustees
January 26, 2020

Presented by:
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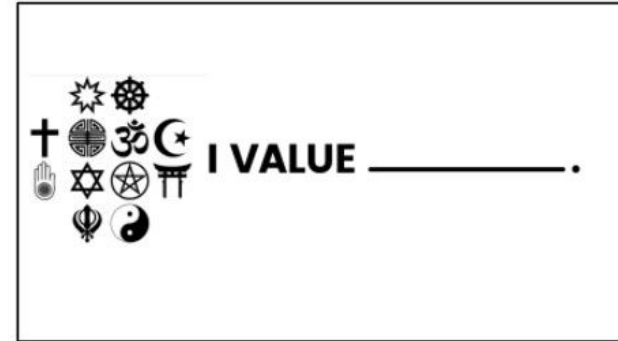
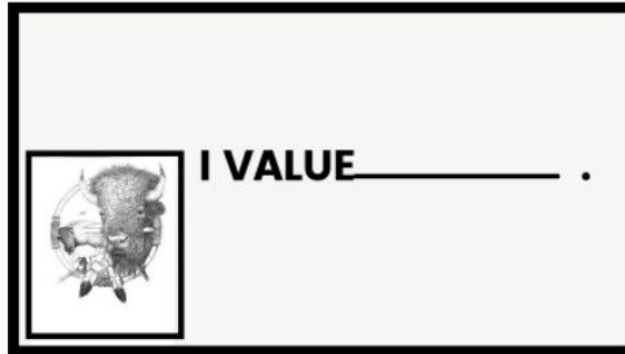
Forward Thinking, High Achieving.

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



What do you value?



Forward Thinking, High Achieving.