

Celebrate Diversity

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WELCOME





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Taylor Young

English Teacher
BSU Sponsor
Racial Equity Envoy
SBDM
Male



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District Black Employee Resource Group Chair
JCPS Social Studies Curriculum Team Member
Portland Elementary School



Elizabeth Lewis

**Mental Health Practitioner
BSU Sponsor
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Racial Equity Team Member
JCTMS Middle School**



Rachelle Douglas

**Academic Instructional Coach
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**Chair of Racial Equity Committee
Layne Elementary School**

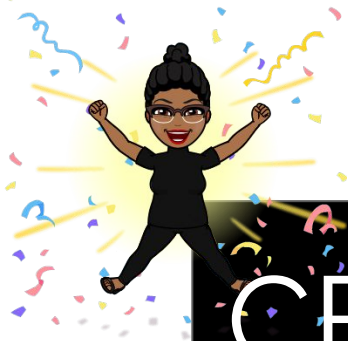
SUPPORT THE DISTRICT RACIAL EQUITY PLAN

CELEBRATING DIVERSITY

EMPLOYEE RESOURCE GROUPS

RACISM HOTLINE

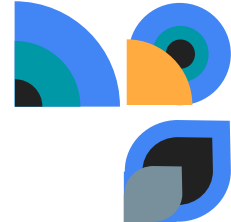
RESOURCE & SUPPORT



CELEBRATE DIVERSITY

- Increases sense of belonging when students can see their culture/history recognized and celebrated
- Increases engagement
- Fosters an environment of accepting others and where they come from
- Educates the school community on the history and culture of its students





Racial Equity Alignment:

These events/projects align with the Equity Monitoring Progress Tool in Domain 3: School Culture and Climate by allowing students to share their cultural heritage, thereby creating awareness of the diverse racial identities in the school and increasing cultural competence. It also helps to foster a sense of belonging for all students, the community, and families.

Pillars Alignment:

These projects also support the School Climate and Culture Pillar by building empathy and compassion between students, helping them to foster relationships. It supports the Backpack of Success Skills by providing students with an artifact for Globally and Culturally Competent Citizen.

Six Systems Alignment:

- **Belief:** The collaborative planning process leads to effective and engaging instructional practices, such as choice in student assignments, rigorous demonstrations of learning, deep understanding of content and real-world applications with connections to success skills, and collective ownership of student mastery.
- **Commitment:** JCPS schools ensure that collaborative teams plan and deliver highly effective core instruction that is aligned with the approved curriculum, is culturally responsive, and is accessible to all students in the classroom.

Taylor Young
11th Grade English Teacher
Louisville Male High School
2023 Black History Month Program



LMHS Black History Month Program

February 28, 2023

The Black History Month Program is an annual assembly that celebrates Black history and culture at LMHS. The theme of the program was *Black Excellence*, and highlighted the HBCU experience during Homecoming Week. Through this lens, students paid homage to Black sororities and fraternities of the Divine 9, showcased artistic expression through spoken word, song, and step, and curated a fashion show.

The audience of the program included the LMHS student body, teachers, and staff.





"Mary J. Blige" brought the audience to life with her signature dance moves and singing of hits including *Be Without You* and *Family Affair*.

Fashion show models recreated looks from the 1970s and the future!

Planning and Execution

Louisville Male's BSU leaders and members participated in the planning and execution of the program. All four students were seniors and led BSU in learning about multiple topics throughout the year.



Planning and Execution



Planning and Execution

- BSU leaders met to determine program layout
- Layout was submitted to school administrators for approval
- Initial meetings were held to identify student interests and talents
- Later meetings included rehearsing for the program 2-3 times a week
- Students were excused from class to rehearse in the days leading up to the program
- The program was held during school for one hour



Opportunities for Growth

Limited time and availability. Next year I know to start the planning process sooner. Reaching out to other staff members for help and relying on resources like Greg Vann and Jasmine Drinkard were key.

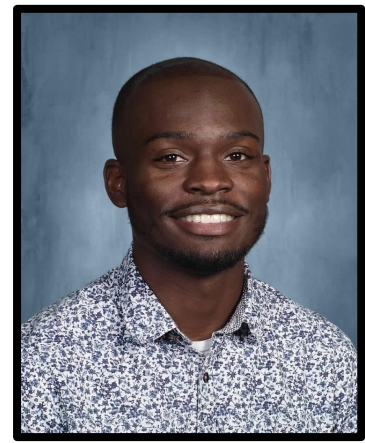
Staff involvement. Producing a Black History Month program of this magnitude takes an “all hands on deck” mentality. The more staff who can support the kids, the more we can accomplish a sense of belonging and diversity.

Overall Impact



- Student voice and choice exemplified
- Encouragement to engage in extracurricular activities
- Inclusivity and safe space provided
- New priority placed on equity and cultural responsiveness

Tre'Von Watts
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Human Wax Museum: Description of the Event

The “Human Wax Museum” is a collection of visual displays where students, dressed as famous individuals, stand at attention, while visitors watch students illustrate the life of an African American Influential person.



Human Wax Museum : Planning Process



“What makes someone influential?”



“Who are some influential people of color?”

In your notebook, you will explore two different people from the collection and complete the thinking strategy.

See/Read/ (Learned)

- 1.
- 2.
- 3.

Think

- 1.

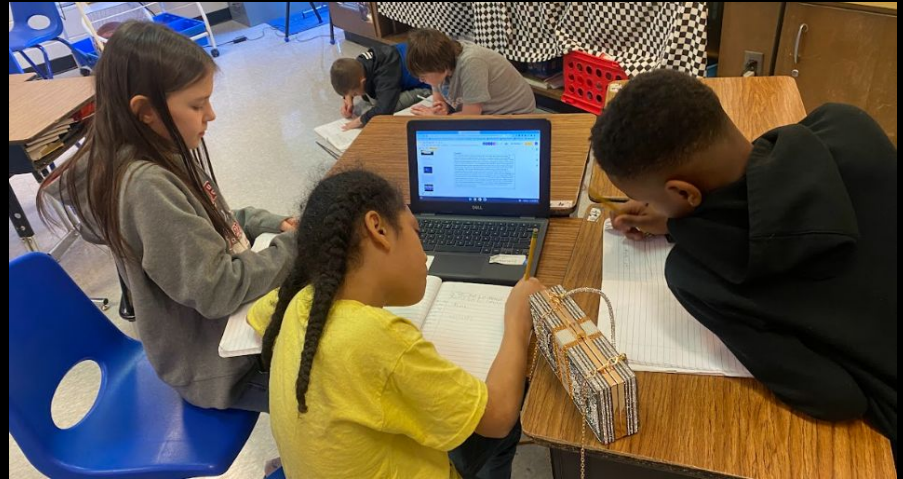
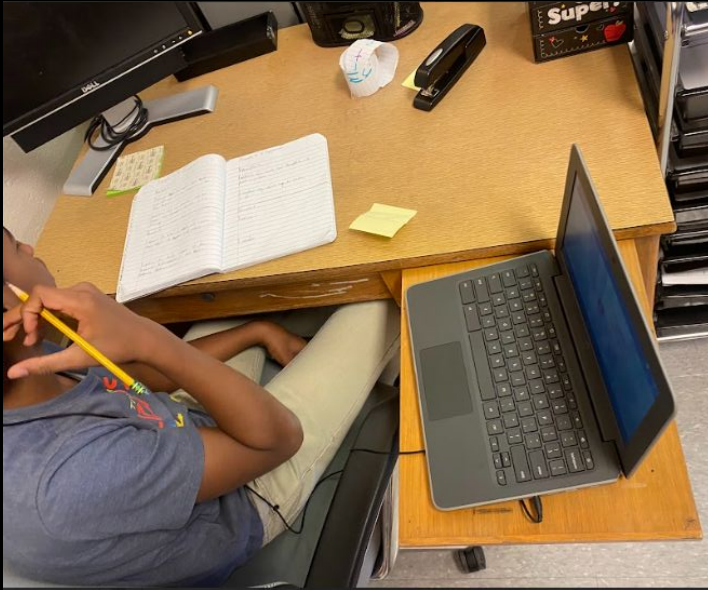
Wonder

- 1.



3. Generating Ideas & Questions

4. Start research process



Explore Infographic Examples

Fun Facts about Prince

Prince was his real name

He started his first band at thirteen.

He was born an epileptic

He wrote fan mail to Joni Mitchell

His father was also a talented musician

He was a prolific songwriter



Fun Facts About Whitney Houston!

FUN FACT
Her mother on the other hand was a gospel singer.

WOW I NEVER KNEW THAT!

Whitney was born in a middle income neighborhood in Newark, New Jersey. Her father, John Russell Houston was an ex-Army serviceman.

Whitney has received several awards and honors for her singing career. Guinness World record has listed her as the most awarded artist of all time.

Her music has been regarded as iconic and has been matched with other legend in the music industry.

Guinness World record has listed her as the most awarded artist of all time

Houston music has been regarded as iconic and has been matched with other legend in the music industry

Whitney Houston is a famous singer and she started at age 5 at a church she sang there. Then her top 2 songs



MAYA ANGELOU'S CAREER

- 1 After moving to San Francisco with her mother and brother in 1940, Angelou began taking dance lessons, eventually auditioning for professional theater.
- 2 In the late 1950's Maya Angelou joined the Harlem Writers Guild.
- 3 With the guidance of her friend, the novelist James Baldwin, she began work on the book that would become I Know Why the Caged Bird Sings.
- 4 Published in 1970, I Know Why the Caged Bird Sings received international acclaim made the bestseller list.



Monologue Structure Example

Day 5: February 16th

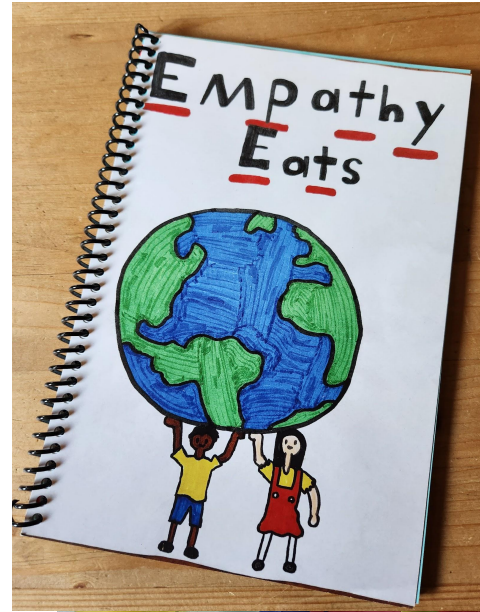
I was little when I wanted to start my career. I started off by singing in a church when I was 5 years old. I had my first concert on July 26, 1986. The song I sang was "Hold Me" it was one of my best hits. Then I was in about 18 movies that directories wanted me in (Of course I said "YES") Then I had about 205 songs in the public that I released and I have 6 unleashed songs in total I have 211 songs. Then I had my daughter Bobbie in 1993 I like to help kids and adults in need. I sing forever and always will so I can inspire little kids to be whatever they want to be I worked with important people in life to become who I am I had some problems that I was on drugs because of my problems but it did not stop me from becoming who I am. I worked hard for where I am I make a lot of money but I do not care about the money I care about my fans and my family everybody I hope I can help people in need I love giving hugs to people that are sad or mad that is who I like to be... I am Whitney Houston

Human Wax Museum



Elizabeth Lewis
Mental Health Practitioner
JCTMS

Justice Now Project -
Empathy Eats Cookbook



Heritage Month Bulletin Boards

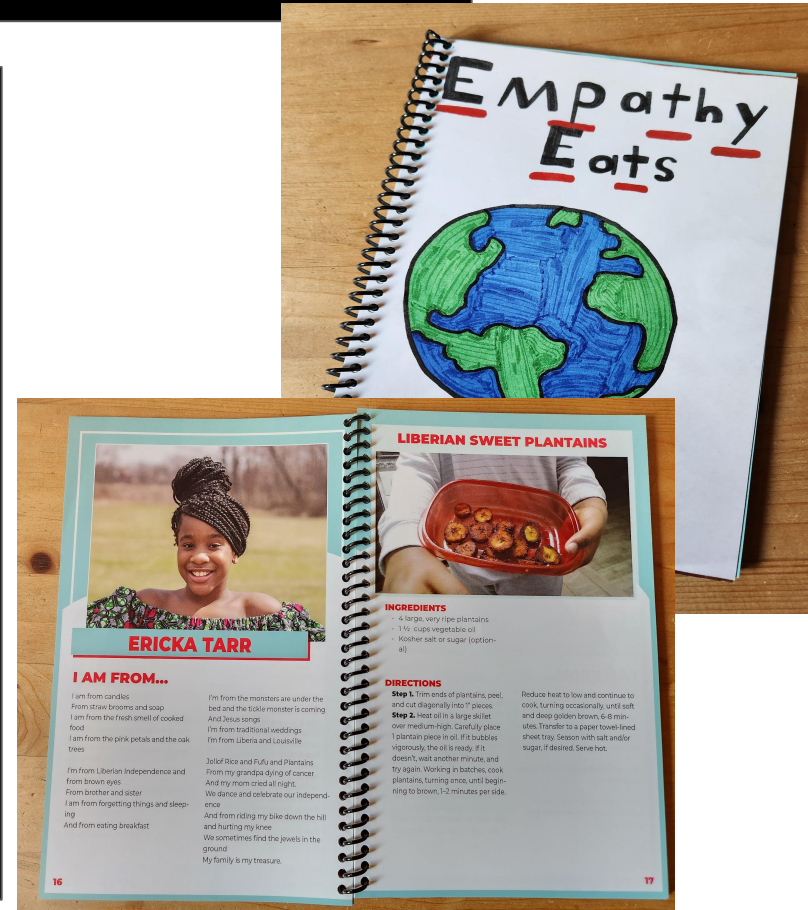


Justice Now

Narrative4

Justice Now Project - Empathy Eats Cookbook

Auburndale Elementary has an extremely diverse student population, with over 200 English as Second Language students, spanning from 30 countries and speaking 21 languages! In an effort to help students learn about and embrace each other's cultural differences and to build empathy between students, we worked with Justice Now founder Matthew Kaufmann and Evan Barker of Narrative4 (a global organization offering educators creative tools to teach compassion and develop strong student leaders) to create a cookbook entitled *Empathy Eats*. This is a student-led project that incorporated ELA and Math assignments, as well as having students present their idea at JusticeFest to help fund the publishing of the cookbook.



Justice Now Project - Empathy Eats Cookbook

PLANNING AND EXECUTION PROCESS: I was introduced to Matthew Kaufmann by Jasmine Drinkard and scheduled a meeting with him to learn more about Justice Now. He came and spoke to the 4th and 5th grade students to get them talking about justice, equality and our school needs. Matt introduced me to Evan Barker of Narrative4 to discuss the Story Exchange and empathy-building in our school, as well as the idea of *Empathy Eats*. 5th grade students created a "Where I'm From" poem that describes many aspects of their home life and culture, including food they often eat at home. The students then created Flipgrid videos of themselves cooking a recipe of their favorite traditional food. The students participated in a Story Exchange facilitated by Narrative 4 to share their poems with each other and talk about their recipes. In the Story Exchange, students pair up with a partner and exchange stories. Then the partner reads the other's poem from a first-person perspective, which builds empathy by putting themselves in the other's shoes. Based on the quality and effort of the students' work, 37 students were chosen to be included in a Cookbook entitled *Empathy Eats*. Those students presented their project at JusticeFest to a panel of local businesses to ask for funding to publish their book. The project was picked up by the editor of LEO Weekly, who had the students professionally photographed and helped design and fund the publishing of the cookbook.



Justice Now Project - Empathy Eats Cookbook

AUDIENCE: The students and families of Auburndale and the panelists at JusticeFest.

PARTICIPANTS: I spearheaded the project and partnered with the 5th grade ELA teacher, Tran Nakata (who had students create the "Where I'm From" poem and perform the Story Exchange), the 5th grade Math teacher, Mandy Evans (who had students create the Flipgrid video of them making their dish while incorporating measurements and mathematical equations), Matthew Kaufmann of Justice Now, Evan Barker of Narrative4, the Auburndale families who helped their students create the recipes and dishes, and Laura Snyder from LEO Weekly.

HURDLES/BARRIERS: Staff needed to be trained by Narrative4 to perform the Story Exchange with students, so it was hard at first to get buy-in from teachers to do the training without receiving PD credit. I was eventually able to get PD credit approves for Evan to come train the teachers after school.



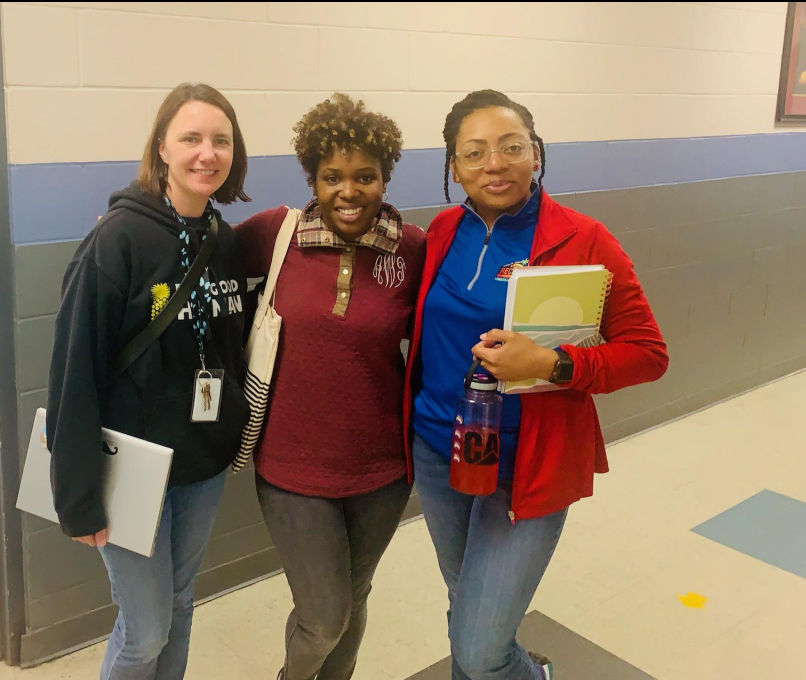
Justice Now Project - Empathy Eats Cookbook

HOW THE SCHOOL COMMUNITY AND STUDENTS POSITIVELY IMPACTED: Students were very proud to share their recipes and cultures with each other and they showed immense respect for each other's differences. We held a Cultural Fair after school at Auburndale where students presented their culture projects, dressed in traditional clothing and brought in home-cooked traditional food for families and students to enjoy. Students that were featured in the cookbook were also invited to Iroquois High School's Cultural Fair where we had a table set up for the dishes in the cookbook that families prepared and the final product was distributed. Auburndale families were so helpful in this process and it was an amazing way to build on the school and community culture and inclusivity.



JCTMS' BSU Justice Now

Food pantry at California Neighborhood Community Center



Heritage Months Bulletin Boards

DESCRIPTION: Each month I dedicate a central bulletin board in the building to celebrating the corresponding Heritage Month. I also coordinate with the Librarian to ensure that books are available for students and teachers to incorporate into their curriculum for the month. I create morning announcements celebrating influential representatives of each culture as well.

AUDIENCE: Students and school stakeholders

PLANNING AND EXECUTION PROCESS: I research different ideas for the bulletin boards and communicate with staff members that are representative of that culture to get their input as well.

HURDLES/BARRIERS: Sometimes it's difficult to find the time to research and prepare the materials. BSU members were eager to help with Black History Month and offered to help with the other months next year as well.

HOW THE SCHOOL COMMUNITY AND STUDENTS POSITIVELY IMPACTED:
This fosters a sense of belonging for students, families and other stakeholders.

Month	Heritage Celebrated
February	African American History Month
March	National Women's History Month Irish-American Heritage Month
May	Asian Pacific American Heritage Jewish American Heritage Month
June	Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month
September	National Hispanic Latino Heritage Month (Sept. 15 to Oct. 15)
October	National Disability Employment Awareness Month
November	National American Indian Heritage Month



Ramadan April 2-May 2



The Five Pillars are the core beliefs and practices of Islam:

- Fasting (Sawm)
- Prayer (Salat)
- Alms (Zakat)
- Fasting (Sawm)
- Pilgrimage (Hajj)



Ramadan is a time for Muslims to practice self-restraint, in keeping with one of the pillars of Islam.



It begins and ends with the appearance of the crescent moon.



After the sunset prayer, Muslims gather to break their fast or *Iftar*. The fast is broken with dates and other sweet foods. The date is used to break the fast because it begins with date, so we see the nature of Islam, an open and warm religion.



WRITE

LEARN

READ



OCTOBER National Disability Awareness Month

Emotional

Speak directly to a person with a disability, not to their companion or sign language interpreter.



Visual

Month

Learning

People with disabilities are human. Acknowledge their differences as you would acknowledge anyone else's uniqueness.

Don't Stare. Ask: If you are unsure of how you should interact with a person with a disability, just ask him or her!



Hearing

There are visible disabilities as well as invisible disabilities, meaning not all disabilities you can see.

Autism

Put the person first. Say "person with a disability" rather than "disabled person."

Cognitive

Physical

A person's mobility equipment, such as a wheelchair, scooter or cane, is part of his or her personal space. Do not touch or move it without permission.



Speech and Language

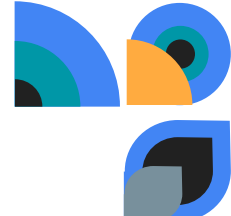
Rachelle Douglas
Academic Instructional Coach
Layne Elementary School



Celebrate Diversity Month Bulletin Board



Diversity is YOU and ME



Racial Equity Pillar Alignment

- Diversity is an asset for learning
- All of our responsibility
- Allows students to see classmates from a different lens

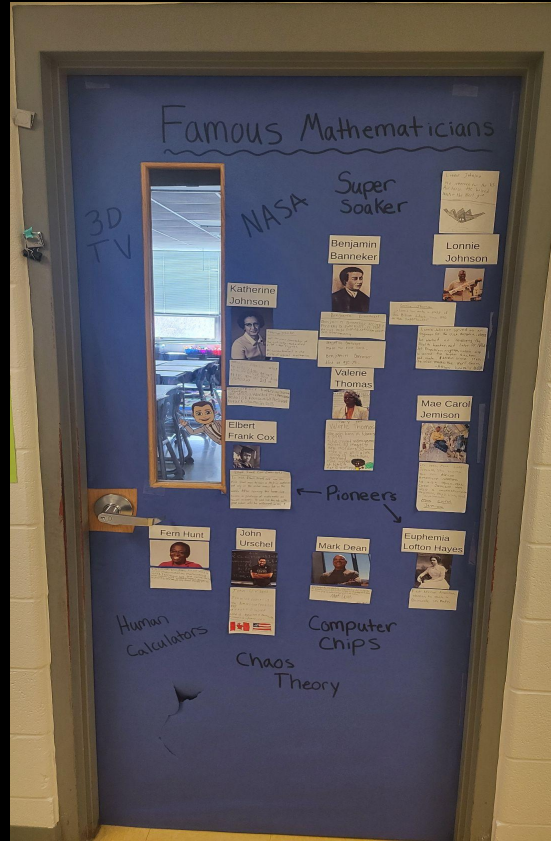
Black History Month Door Decorating Contest

- Involves the entire building: students, teachers, parents, staff





Black History Month Door Decorating Contest



Educating students about African-American Faculty/Staff in the building



Black History Month Scavenger Hunt

- Grade level scavenger hunt
- Students get to move around
- Inquiry
- Teachers can offer classroom incentive
- Graded Assignment
- Forces students to read the information on the doors
- On display during Conference Day
- Authentic learning experience

Black History Month Scavenger Hunt

Black History Month Decorated Door Name: _____

Scavenger Hunt 1st grade (Answers can be found on classroom doors throughout the school)

- The name of the first Black Military Airmen group.
 - Tuskegee Airmen
 - Stripes
 - The Firefighters
- Which famous African-American grew up in Germany and works at Stopher Elementary? _____
- Who invented Ms. Douglas's favorite toy? _____
- What is the name of the spaceship Mae Jemison went into space on? Hint: starts with the letter "E" _____
- This African-American went on to become a dancer with the American Ballet Theatre. What is her name?

- This invention was created because the inventor was offended by a customer and tried to be funny. What is the invention? _____
- The 1st African-American President of the USA? _____
- What was Lonnie Johnson trying to create when he accidentally created the Super Soaker?
 - Water gun
 - Heat pump
 - Space ship
 - car
- This person was the first African-American to earn a PhD in Mathematics. Who is he?
 - Muhammad Ali
 - Ralph Ellison
 - Elbert Frank Cox
 - Benjamin Banneker
- George Crum invented items on Ms. Douglas's door. How many bags of Cool Ranch Doritos are on the door?
 - 5
 - 4
 - 6
 - 3

1st grade Black History Month Decorated Door Scavenger Hunt

ANSWER KEY

- A. Tuskegee Airmen
- Mrs. Lacey
- Lonnie Johnson
- Endeavor
- Misty Copeland
- Potato Chips
- Barack Obama
- B. heat pump
- C. Elbert Frank Cox
- B. 4

Who, What and Roadblocks

Audience:

- All students/staff and families of the school

Planning:

- Get communication out to staff in plenty of time, 3rd week of January
- Develop incentives for teachers and classes that participate
- Solicit judges (office staff, PTSA, student)

Hurdles/Barriers:

- Not all teachers participate
- Not all teachers ask students to complete the scavenger hunt

Ask yourself these questions.....

Ways to show equity in the classroom

Focus Areas of Equity:

Race, Culture, Gender, Religion, Individual Experiences, Sexual Orientation, Socio-Economic Status, Disability

Culture, gender

- Do you introduce a variety of multicultural female experts, writers and artists?

All Focus Areas

- Do you have discussions that include a variety of viewpoints?
- Do you help students feel comfortable enough to express themselves?

Individual Experiences, Disability

- Do you present information in different ways? (Visually, verbally)
- Do you make technology accessible to students who may not be able to access it at home?

Disability

- Do you read instructions aloud even if it is in print?

Religion

- Do you allow student to turn in assignments at alternate times if there is a conflict with a religious holiday

All Focus Areas

- Do you address inappropriate remarks or comments immediately when they may be offensive to others with race, culture, gender, religious, or other differences?

All Focus Areas

- Do you involve students in planning class events so their input makes them feel involved?

Q & A

Q & A



Dunn Elementary Black History Read-In Event



Dunn Elementary is excited to host a Black History Month Read-In Event! Community members will be invited to read aloud to all classes & grade levels.

Books will be pre-selected by a student book selection committee & the librarian, Ms. Wallace. Visiting readers will read to the class for 20-25 minutes with a few minutes designated for discussion.

This event allows our students to experience relevant subject matter, learn from their community, and meet people from various backgrounds.

February 27th and 28th





Curating and combining resources to help students, staff, and families celebrate and recognize diversity in regards to experiences, cultures, and history.

February
Black History Month

March
Women's History Month

April
Arab American Heritage Month

May
Asian American Pacific Islander (AAPI) History Month

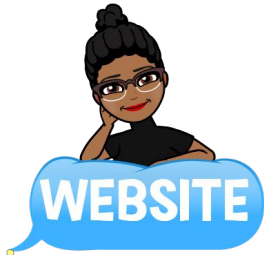
June
Lesbian, Gay, Bisexual, and Transgender (LGBTQ+) Pride Month

September
Hispanic Heritage Month

October
National Disability Awareness Month

November
National Indigenous/First Nations Heritage Month

Employee Resource Groups



Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse and inclusive workplace.

ERGs allow a safe space for employees to be engaged and supported.

CONNECT



SUBSCRIBE to Diversity Resource
Updates

