



## Exhibit B

# KEESS Statement

The purpose of the Kirkwood Educational Equity Speaker series is to provide a safe space for Kirkwood School District staff, students and school communities to have courageous conversations around systemic racism that affects Black, Indigenous, and students of Color. With the objectives of increasing equity for black and brown students and closing opportunity gaps, it is our hope that participants become enlightened, inspired and more self-aware as they work to improve the lives of ALL students through the enhancement of social, emotional, economic, civic, and educational outcomes.





# Why form an Affinity Group?

- Student success is more likely to occur when children are actively engaged in the learning and feel connected within their environment. They tend to feel more ownership and take more responsibility for their learning, when they feel valued and truly want to be in our schools.
- The environments we create – how they look, sound, and feel, must represent and respect diverse cultures and identities if we want students and their families to feel connected.
- In addition, we believe diverse, inclusive learning environments will benefit all within our schools and the community.
- Need based, it supports the students in the space..





# What is an Affinity Group?

The term **affinity group** is used as a bringing together of people who have a common identifier, e.g. race, gender, profession, or special interests.

Affinity groups are for individuals who identify as members of the group or status (*either achieved or ascribed*) and can speak to the experience of being a member of the group from the “I” perspective. (*lived experience*)



Shonda Ambers-Phillips



# Alliance Groups

The term **alliance group** is used as a bringing together of people who have a common commitment to an identifier group, e.g. race, gender, religion, family status, etc.

Alliance groups are for individuals who identify as members of the group and/or as people who support and stand in solidarity with that group.



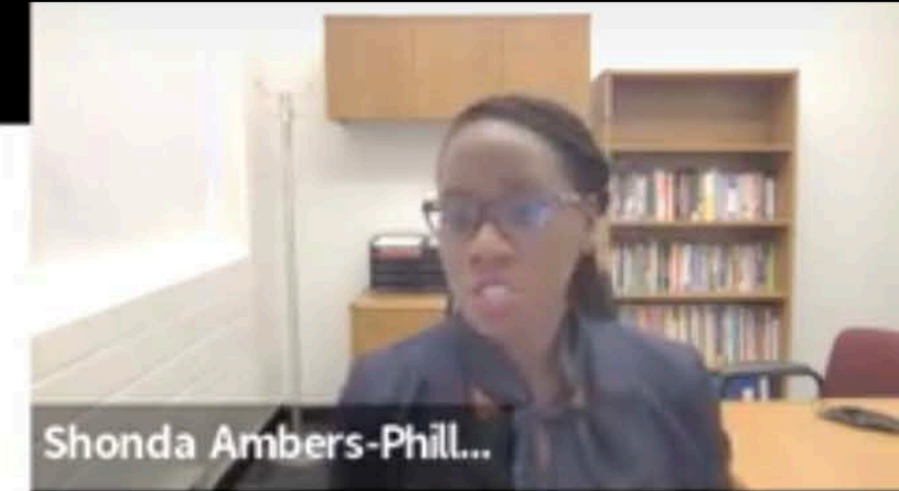
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# Interest Groups

The term **interest group** is used as a bringing together of people who want to learn about, share, and engage in a special interest, e.g, hobby, skill, topic, etc. interest groups are for individuals who want to gather to teach, learn, and share.

Membership can be fluid and changing.



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# Types of Affinity Groups

**Ability**

**Gender**

**Race**

**Sexual Orientation**

**Age**

**Language**

**Learning Style**

**Beliefs (political, social,  
religious)**

**Family of Origin, Family  
Make up**

**Educational Background**

**Ethnicity**

**Social-economic status  
(class)**

**Appearance**

**Geographic/Regional  
Background**



Roberta McWoods



**\* Have existed or currently exist at KSD**

MORE VIDEOS



Roberta McWoods

# Benefits of Affinity Groups

- Safety and comfort to be authentic self
- Building resilience
- Affirmation
- Empowerment toward action
- Positive Identity Socialization, self-awareness, pride and
- Preparing to Engage Deeply with other Groups
- Critical Mass
- Pride
- Responsibility to children