

Pearl River Schools District Equity Task Force

October 12, 2022

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Agenda

Introductions (full group and small groups)

Establishment of Ground Rules for Listening and Engagement

Discussion - The Person You Mean to Be (Preface/Intro)

Debrief

Next Steps

Introductions

Who are you and why are you interested in the work of this task force?

Turn to your neighbor and introduce yourself using a culturally responsive approach?

Establishing Norms

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect and Accept
Non-closure

Listening Tips

When you are having a hard time listening because you do not agree with another person's point of view, make a SHORT note of what YOU are thinking. When the other person has finished speaking, you can decide if you want to ask for clarity in what they had to say.

Take a moment to pause

- Do I agree?
- Do I want to drop it or further understand their point of view?

Listening for Clarity

Pause

Paraphrase - repeat back what I
think you said

Probe - clarifying questions

Text Discussion

Take 5 minutes to review the reading for this session and underline a paragraph or two that you found most interesting, puzzling, thought-provoking or most significant

In your small groups - use The Final Word Protocol for discussion

The Final Word Protocol

Identify a **facilitator** for each small group of 5 participants

Participants identify one “**most**” significant idea from the text and highlight or underline it.

First person in the group reads what “struck them the most” from the text and refer to where the quote/paragraph is located in the text - one thought or quote only. **In less than 3 minutes**, the person describes why the quote/paragraph struck them.

Continue around the circle - **each person responds to the quote briefly in less than a minute.**

After going around the circle with each person having responded for less than one minute, **the person that began has the “final word.”**

Text Discussion

How is being a builder different than being solely a believer? Why is it important to be both?

What is the difference between generating heat and generating light? Are you more likely to use heat or light in a challenging situation?

Moving From Believer to Builder

1. **Activating a Growth Mindset** of being a goodish work-in-progress, not a premade good person
2. **Seeing the Ordinary Privilege** we hold and and putting it to good use on behalf of others
3. **Opting for Willful Awareness**, though our minds and lives make willful ignorance more likely
4. **Engaging** the people and systems around us

Closing Debrief

Take 10 minutes to discuss in your small group:

What's on your heart and mind right now with what's happening around Diversity, Equity and Inclusion (DEI) work in schools?

District Equity Task Force Subcommittees

Student support

Curriculum materials

Professional development and staff
support

Community education

Athletics and extracurricular
activities

Google Doc Sign Up will be shared!

Next Steps

Meeting Dates/Time?

Subcommittee Sign Ups