

DEIJ Coordinator: End-of-Year Update



Spring 2023

Spring Semester Goals

Convene and **facilitate the Superintendent's DEIJ Community Group** and Steering Committee

Coordinate and oversee the **spring 2023 visit with musician Tona Brown**

Update the **transgender & gender expression policy procedure**

Develop working DEIJ competencies that will continue to be refined throughout the 2023-24 school year

Create a teacher DEIJ professional development plan, design and implement relevant workshops, trainings, and resources outlined in plan

01



**Superintendent's
DEIJ Community
Group and Steering
Committee**

DEIJ Community Group



Convened 5x this semester

Shifting dynamics and direction of the group

Next year focused on community programming and education

02

**Spring 2023 Visit
With Musician
Tona Brown**



*An Evening
With Tona
Brown*



03

**Transgender and
Gender Expression
Policy Procedure**

Transgender Procedure Update Committee

A group of counselors from each school and the JEDI student group

Teacher & student feedback survey

Aiming to finalize draft by end of next semester



04

**Working DEIJ
Competencies**

DEIJ Competency Work

- Outlined in the strategic plan
- Literature review & research
- Working within SEL framework
- Focus group of teachers



05

**Teacher DEI Professional
Development Trainings
and Workshops**

DIVERSITY, EQUITY, INCLUSION & JUSTICE (DEIJ) WORKSHOP OVERVIEW

Spring 2023



JANUARY

Coffee & Conversations/Brown Bag Lunch Gatherings

FEBRUARY

Let's Talk About Race (in the Classroom)!

MARCH

LGBTQ+ Cultural Competency Training 101

**facilitated by Seacoast Outright*

APRIL

The Power of Accessibility: Universal Design for Learning 101

MAY

Putting the "Class" in Classroom: Exploring Social Class, Values & Impacts on Students

JUNE

Bias Bootcamp Workshop Series

**rescheduled for Fall 2023*

Let's Talk About Race (in the Classroom)!

Learning Outcome Average: 4.38/5

“One key takeaway was that there is no exact "guidebook" to follow when talking about Race or Racism in the classroom. I plan to use the strategies I learned when talking about the case scenarios in my classroom when issues arise.”



The Power of Accessibility: Universal Design for Learning 101

Learning Outcome Average: 5/5



Engagement

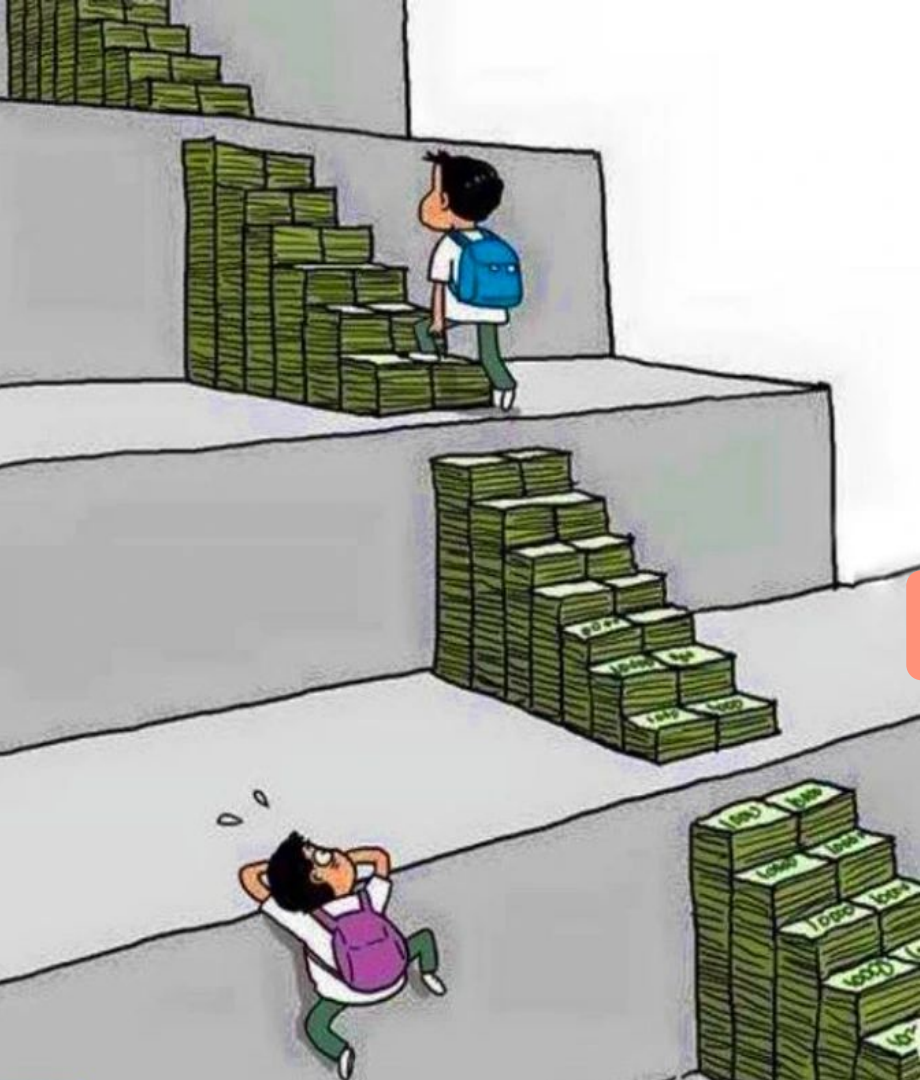


Representation



**Action &
Expression**

When asked about elements they enjoyed about the presentation, a teacher noted:
“Personal assessments of learning styles & the lesson plan workshopping and collaborating”



Putting the “Class” in Classroom: Exploring Social Class, Values & Impacts on Students

Learning Outcome Average: 3.75/5

I really enjoyed this presentation due to the rich discussions. I also liked the opportunity to learn more about these terms that are in the news/podcasts but not always presented in a way that increases understanding.”

LGBTQ+ Cultural Competency Training 101

**Facilitated by Seacoast Outright*



On a scale of 1-10, how satisfied were you with the training overall?

Average- 9

On a scale of 1-10, how accessible/ understandable did you find the content?

Average- 9

On a scale of 1-10, how knowledgeable did you feel about foundational LGBTQ+ terms and concepts BEFORE the presentation?

Average- 6.8

On a scale of 1-10, how knowledgeable do you feel about foundational LGBTQ+ terms and concepts now AFTER the presentation?

Average- 8.5

On a scale of 1-10, how valuable was the presenters' use of personal stories/lived experience in your learning?

Avg- 9.1

Overall, did the presentation meet your expectations?

43% (9) Exceeded Expectations

38% (8) Met expectations

Additional Work & Acknowledgements

**a non-exhaustive list*

EOY ESTIMATED CONTACT HOURS:

Teachers: >54x

Students: >27x

Principals, Counselors or
Administration: >13x

- **MS BIPOC student group space**
- Spring '24 UNH Business in Practice course
- **UNH Extension Program: True Leaders in Equity Institute & ELO**
- NHSAA Resolutions & Southeasters Priorities
- Sports Bias Training Toolkit beginning conversations
- **ESOL & Dining culturally inclusive food committee meetings**
- School Board DEIJ workshop
- **Manchester Teachers Residency pilot program**
- Collaborating and connecting with organizations such as: NH Listens, BLM Seacoast, Seacoast Outright, and more!

Thanks!

