



# MPS Efforts to Promote Equity

Presenters: Kelly Lyman, Peter Dart, Lauren Rodriguez  
May 13, 2021

# Professional Learning and Curriculum/Program Actions

Formal Introduction - Listening to Students - February 2020

Book Clubs - Spring-Fall 2020

Social Studies Curriculum Review and Revision - Summer 2020

Reopening Plan - Included Equity Focus - Summer 2020

Resource Audit (including classroom libraries) - Fall 2020

School-based Professional Learning - Winter 2021

Focus: Self Awareness and Identity

Anti-racism

Micro-Agressions and Unconscious Bias

Leading Student Discussions

Neighborhood Resource Fairs - Fall, Spring 2020-21

# Insight Racial Equity Framework

Each domain is viewed as a separate entity with related subcomponents.

## Structures, Systems, and Resources



- Power Structures, Policy, and Organizational Systems
- Strategic Planning for Equity
- Equitable Allocation of Resources

## Culture and Community



- Anti-Racist Climate and Culture
- Social and Emotional Supports for Well-Being and Safety
- Community Engagement and Social Trust

## Racial Equity in the Educator Workforce



- Recruitment
- Placement
- Retention
- Promotion

## Professional Learning and Personal Growth



- Professional Learning Content
- Educator Engagement
- Alignment and Integration

## Curriculum, Instruction, and Learning



- Racially Competent Curriculum
- Instructional Delivery
- Programmatic Access and Equity

# Summer Equity Institute for All Mansfield Employees

## **2021 EQUITY INSTITUTE**

Mansfield School District

**Two Summer Options:  
June 21-24 OR July 26-29  
9:00 - 1:30 pm  
(In person learning)**



**Please join us for this engaging professional learning series led by Kathleen England from Insight Education Group. We will use the Glenn E Singleton text Courageous Conversations About Race to anchor learning and open conversations. All Mansfield staff are invited to attend and will receive a stipend after the creation of an action plan detailing how you will demonstrate your learning in your work. Days 1 and 2 will focus on key readings and videos with time for small group discussion. Days 3 and 4 will focus on crafting a plan, collaborating with others, giving and receiving feedback, and finalizing your plan.**

**Childcare is available!**

**If you would like to sign up or find out more information please contact Lauren Rodriguez by May 18.**

# Equity Audit



# Equity Audit

**Document &  
Process Review**

**Stakeholder  
Feedback**

**Quantitative  
Data**

**Develop Action Plan/Equity Strategy**

# Minority Recruiting and Hiring Practices

Developing Marketing Plan with Support from Insight Education Group

Revising Employment Page on Website to Attract Diverse Workforce

- Add more information about district and town

- Add photos from schools and quotes from teachers

Expand reach on Indeed platform and through *Coffee Chats*

Monthly program for HR personnel with other Insight Network districts to share and learn from each other - attracting, recruiting, hiring

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