

March Equity Committee Agenda
 March 14, 2023
 3:30-5:00

| Time | Topic | Content | Facilitator |
|------|-----------------------|--|-------------|
| 10m | Opening | Equity Video As an organization, what steps can we take to ensure students don't feel "othered" | Jennie |
| 5m | Updates | <ul style="list-style-type: none"> ● Youth Equity Committee ● Staff feedback and Communication | Jennie |
| 10m | Review Agreements | <ol style="list-style-type: none"> 1. No judgment. Understand that each one of us is imperfect and will make mistakes. It is never from a place of malice. 2. Be generous with forgiveness. 3. No shaming. We may not say the right things or use the right words, but we are doing our best. Please don't call each of us out in front of the group. Inform us privately of anything that we said that may have been offensive or ignorant. 4. Be Honest. 5. Mutual respect especially for the experience of others 6. Ensure equity of voice: speak without debate, reaction 7. Invite others into the conversation 8. Name power dynamics and differences explicitly. • Ask for what you need. ("Can you speak louder, I can't hear" or "Can we caucus") 9. Listen with the intent to understand 10. Ask clarifying questions to better understand, before advocating solutions. 11. Clearly state any decision we are making, and how it is being made. | Jennie |
| 5m | Review Areas of Focus | <ul style="list-style-type: none"> ◎ Analyze academic data and investigate any discrepancies in performance among subgroups of students. ◎ Determine if academic success is accessible for all students who attend P2P. ◎ Explore the systems of support offered at P2P and ensure these align with the identified needs of students and stakeholders. ◎ Examine P2P's hiring process and ensure that our process is equitable and accessible to all. ◎ Identify strategies that promote equity in school discipline. ◎ Develop processes and a workflow model for how the equity committee works: | Jennie |

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| 45m | Taking action on proposed areas of focus | <ol style="list-style-type: none"> 1. What is equity within each area of focus? 2. What is the highest leverage next step? 3. How will this come about? 4. How will we build awareness throughout our community? 5. What communication needs to take place to ensure understanding and success? | Group work session |
| | Next steps and Closing | | Jennie |