



**Diversity,  
Equity, &  
Inclusion  
Committee**

March 8, 2020  
Update to the Board of Education

**DEERFIELD PUBLIC SCHOOLS DISTRICT 109**



# DEI Subcommittees

## Partnered Learning

Recommendation for February 16th Institute Day and discussions about ongoing professional learning

## Inclusive Community

Brainstorming ways to engage the community and how to provide resources to those who are looking to further their learning

## Curriculum & Instruction

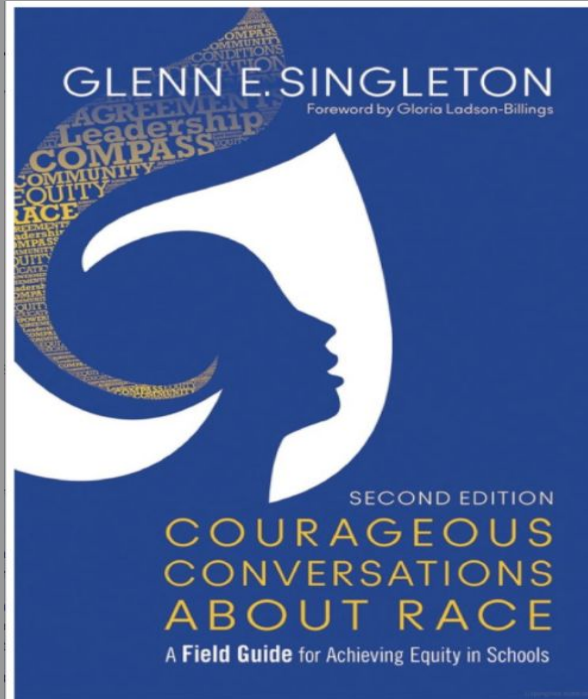
Discussion about the characteristics of an equitable curriculum and analysis of the Illinois Learning Standards

## Kipling

Research about Rudyard Kipling, the history of the school's name, and what goes into the renaming of a school

## Student Voice

Sharing stories about the youth experience and planning how they can help get their peers involved



District 109's Diversity, Equity and Inclusion committee, made up of administrators, teachers, parents, and community members, participated in the 1.5 day *Introduction to Courageous Conversations™* training on December 16th and 17th.

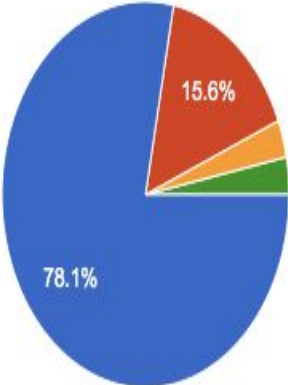
District 109 staff participated in the ½ day *Introduction to Courageous Conversations™* on February 16th.

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# Introduction to Courageous Conversations™ Feedback

This learning experience met my expectations:

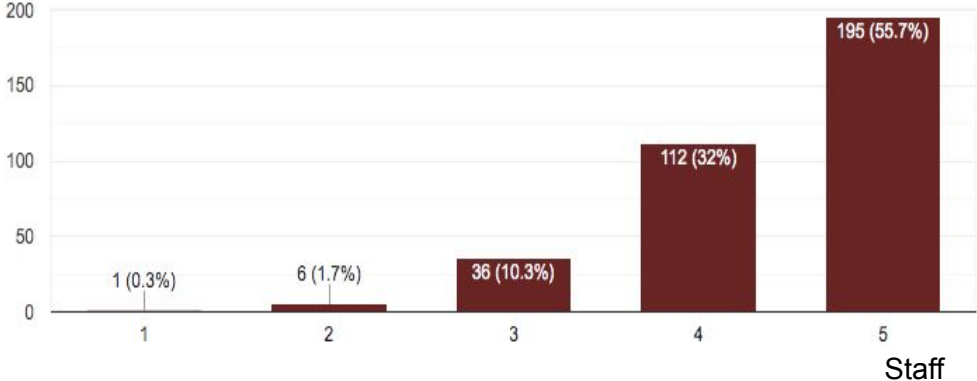


- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Committee

Rank the overall quality of the Introduction to Courageous Conversations seminar.

350 responses

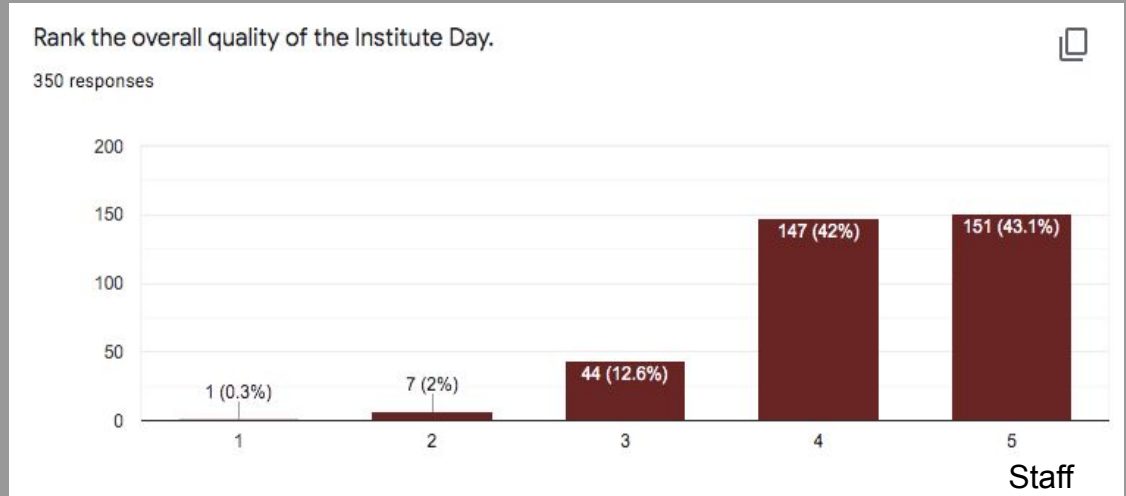


# Other February 16th (DEI-Related) PD Options

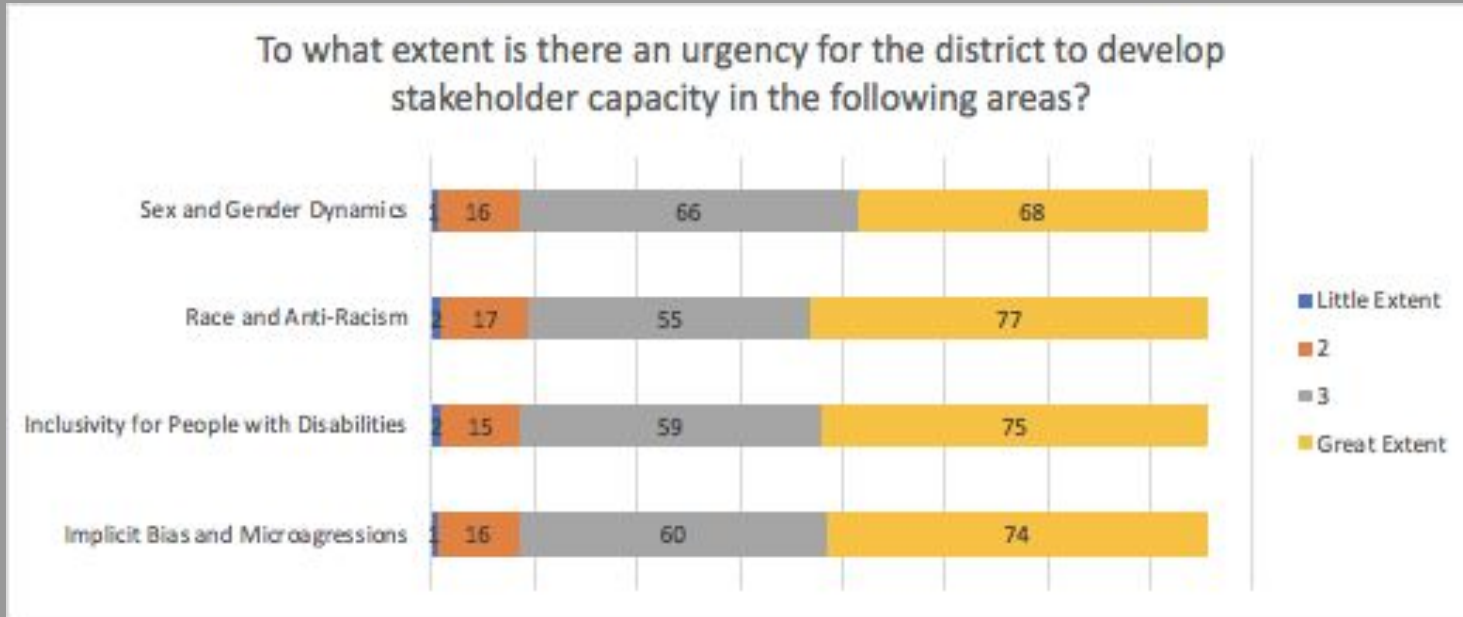
- Navigating Unconscious Bias and Equity in Education
- Cultivating Culturally Responsive Teaching
- LGBTQIA+ Studies
- DEI Focused Pear Deck

5 = High quality,  
extremely satisfied

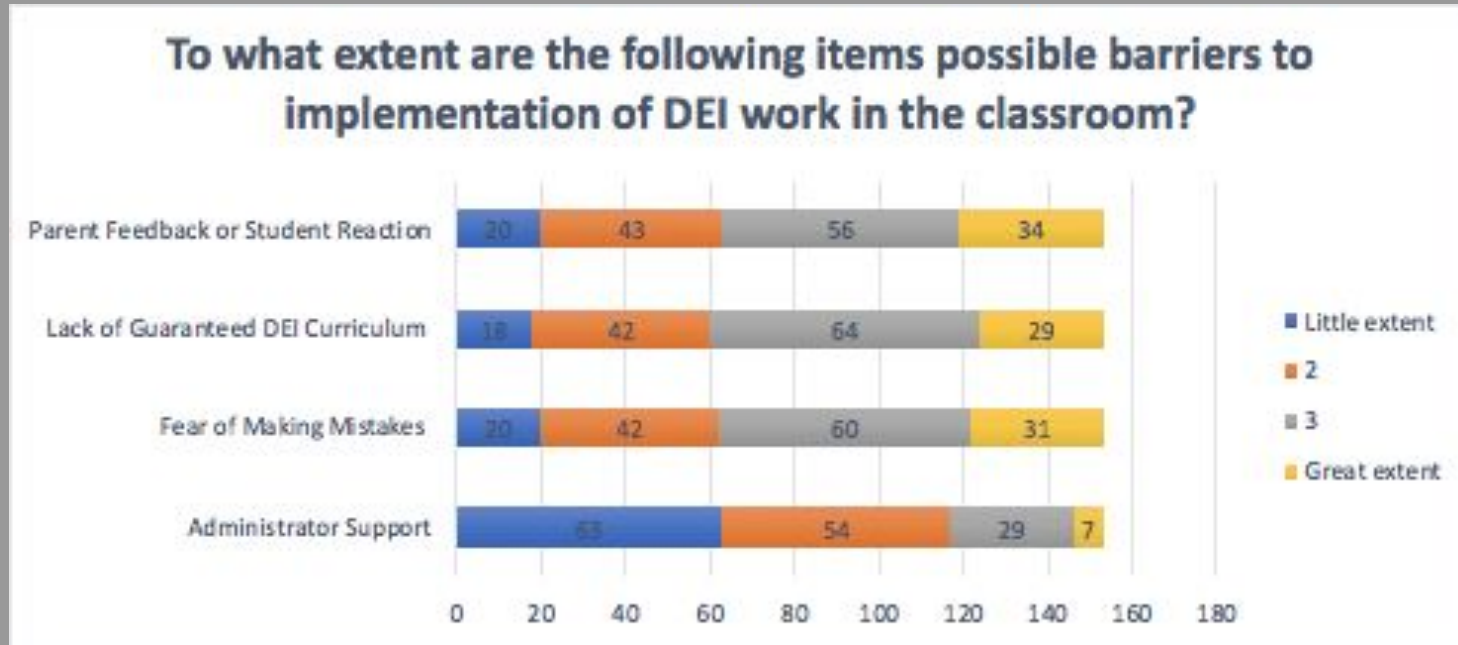
1 = Low quality,  
extremely dissatisfied



# Preliminary Staff Survey Data for Committee - 3.3.21



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# What does DEI mean to our staff?

*Diversity, equity and inclusion means making sure that my students feel safe, seen, and represented in their learning environment.*

*It means incorporating concepts into our curriculum that foster better conversation. It means finding ways that we can share ideas so ALL stakeholders have a chance to better understand themselves and also understand the perspectives of others.*

*It means our students having the opportunity to see themselves and others in the materials used in our classrooms.*



# What are student expectations of this work?

*To make students and families feel more welcome in our district.*

*I want to promote awareness about diversity and inclusiveness, so that everyone has a safe and comfortable environment to go to work and attend school.*

*To help educate students on cultures other than their own.*

*To spread awareness that racism is a real thing and that it's not over.*

# DEI Work Underway

- Professional Learning
- Diversity Analysis Tool to check the profile of library collections
- Updates to K-5 classroom libraries
- MS ELA Novel Review
- Identification of DEI principles in *Leader in Me*

# DEI Next Step

- Kipling Subcommittee to report findings this spring
- Collaborative Work of C&I/Partnered Learning to create multi-year plan
- Continued analysis of instructional units/classroom practices
- Social Studies Curriculum Review in 2021-2022



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