

# COMMITTEE FOR EQUITY

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# COMMITTEE MEMBERS

- **Lee Patterson – Chair**
- **Dr. Robbie Anderson – Facilitator**
- **Ms. Nicole Odom – SHHS Student**
- **Mr. Kobe Butler – SHHS Student**
- **Mr. Malik McGue – ETSU Student/Former JCS student**
- **Ms. Courtney Murphy – Community/Health Care**
- **Mr. Herb Greenlee – Community/City of JC**
- **Mr. Craig Charles – Community/Business Owner**
- **Ms. Carol McGill – FM/Admin**
- **Ms. Alecia Frizzel – ITIS/Admin**
- **Ms. Yecenia Cigarroa – MV/Admin**
- **Ms. Tracy Good – CH/Teacher**
- **Ms. Christus Leeper – NS/Teacher**

# COMMITTEE MEMBERS

- **Ms. Sarah Patton – SS/Counselor**
- **Mr. Chad Moore– TA/Teacher**
- **Ms. Tiffany Collins – WD/Teacher**
- **Ms. Haley Hensley – IT/Teacher**
- **Mr. Joe Crabtree – LB/Teacher**
- **Mr. Elvin Eiglesias – LB/JCJDC/Teacher**
- **Ms. Kayla Jimenez-Gomez – SHHS/Teacher**
- **Ms. Sarah Hill – FM/Admin Sec**
- **Ms. Melissa Sears – SS/Testing Co-ord**
- **Mr. Derek Fudge – SHHS/Sp Ed Asst**
- **Mr. Anthony Jones – SHHS/Student Support**
- **Mr. Marvin Christman – SHHS/Student Support**
- **Ms. Sharron Livingston – CO/Admin Asst**

# Focus Statement

The focus of the Committee is to find ways to target individual instances of racism, and the systemic racism that permeates our institutions, with specific and sustainable solutions.



## Articles Reviewed:

1. Balko, R. (2020). **‘There’s overwhelming evidence that the criminal-justice system is racist. Here’s the proof.’** *The Washington Post*.
2. Valant, J. (2020). **‘The banality of racism in education.’** *Brookings*, June 4. Available at: <https://www.brookings.edu/blog/brown-center-chalkboard/2020/06/04/the-banality-of-racism-in-education/>
3. Wormeli, R. (2016). **‘Let’s Talk about Racism in Schools.’** *Educational Leadership*, November. Available at: [www.acsd.org/publications/educational-leadership/nov16/vol74/num03/Let’s-Talk-about-Racism-in-Schools.apax](http://www.acsd.org/publications/educational-leadership/nov16/vol74/num03/Let’s-Talk-about-Racism-in-Schools.apax).



# ACTIVITY

Project implicit - Harvard University's  
Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

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# 3 Lunch Meetings

Lunches were prepared by the JCS Food Service Department

Masking and Social Distancing guidelines were followed

1. June 25, 2020
2. July 9, 2020
3. July 16, 2020



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**4 Broad  
Categories**

**Curriculum**

**Leadership**

**Professional  
Development**

**Relationships**



# Curriculum

- **Goal** – Integrate cultural education into the classroom.
- **Why** – Provide an understanding of positive contributions from all minority cultural groups.
- **How** – Cultural “Fun Facts”; daily announcements; diverse book lists.
- **Outcome** – Break down of barriers and elimination of biases.



**Addition of an African American Studies  
Class at Science Hill High School in Fall  
2020**

# Leadership

- **Goal** – Employ more minorities in leadership roles (admin, teachers, counselors.)
- **Why** – Provide role models for students of all cultures and races.
- **How** – Specific recruitment; grow our own.
- **Outcome** – Similar ratio of minority leaders to population.



**Addition of a Teaching as a Profession  
series of classes to be taught as part of  
the CTE Curriculum, beginning in fall  
2021**

# Professional Development

- **Goal** – Train all staff on diversity/culture issues.
- **Why** – Develop and increase an understanding of other cultures, struggles of minority students and our own hidden biases.
- **How** – Require 5 hours (of the annual 30 hours) of teacher PD and 1 hour of classified PD with a focus on ways to identify and combat racism.
- **Outcome** – Awareness of biases which will result in culturally and racially impartial schools and decrease disparities in discipline.





**Book study on *Why Are All the Black Kids  
Sitting Together in the Cafeteria* for SHHS  
teachers and counselors**



**Curriculum Council study of the book *Culture, Class and Race, Constructive Conversations That Unite and Energize Your School Community***



**Summer Conference**

**System-wide Supervisors, Principals and  
Assistant Principals**

**Book Study of *Caste: the Origins of Our  
Discontent* by Isabel Wilkerson**



# Relationships

- **Goal** – Increase interactions between people of different cultures/ethnicities.
- **Why** – Provide a basis for positive interactions and cross-cultural friendships.
- **How** – Mentoring between students of diverse cultures and ages; restorative circles; expanded tour opportunities when transitioning to new schools;.
- **Outcome** – Build lasting relationships which will open discussions and promote inclusion.



**Establishment of the Langston  
Leadership Club at Science Hill with  
an initial group of ten students**





**Participation by Administrative  
Staff in the local Black/White  
Dialogue**



**Book study on *Stamped: Racism, Antiracism, and You* for teachers, counselors and students.**





## **FOLLOW THROUGH:**

- BOARD SUPPORT
- IMPLEMENTATION
- ASSESSMENT

## **FOLLOW UP:**

- MEET AGAIN IN 4-6 MONTHS