



Moving Forward: Equity, Diversity, and Inclusion at HSD

01

Where We Started



Policy, Procedure, and Plan

[Anti Racism Policy](#)

[Anti Racism Procedure](#)

[Equity and Inclusion Strategic Plan](#)



Strategic Plan Goals

Promote
Strategies to
Eliminate Raced
Based Disparities

Institutionalize
inclusive and
equitable
practices.

Promote
Inclusion and
Engagement of
all, particularly
marginalized
community
members.



02

Building on What We've
Done

2020-2021 [Work](#)- Link to presentation

Community	Staff and Students	Administrative	Recruit/Employ/ Retain
<p>Community Group (OQS)- Saturday workshop</p> <p>HSD School Board</p>	<p>Anti Racism Inquiry Group</p> <p>JEDI Group (Justice, Equity, Diversity, Inclusion)</p> <p>Equity Team</p> <p>Student Equity Group</p>	<p>District Equity Advisory Committee</p> <p>Continuous Improvement Plan Goal</p> <p>Elementary Administrative Book Study</p> <p><i>Staff Resource</i></p>	<p>Job posting on HBCU</p> <p>Creative Lives Partnership</p> <p>IMS (Immersion Montessori School) Summer Program</p> <p>Hired Equity Coordinator</p> <p>Vermont Educational Equity Collective</p>

EL10 Policy - Race and Equity - Now

Staff/Student voice	Curriculum, Instruction Assessment
Student Equity Committees	Equity Coordinator work with staff on curriculum
Building Level Equity Committees	EL Curriculum
Class Visits	Equity Grant- Middle School <ul style="list-style-type: none">- Books- Speakers- Band Instructional Coaches- <i>Coaching for Equity</i> Study Group

EL10 Policy - Race and Equity - Now

Community engagement	PD opportunities
Family Equity Team	Mosaic
Equity Coordinator Community Outreach	HSD Anti-Racism Inquiry Group
Juneteenth	Independent Equity PD
Multicultural Celebration	Outright Vermont
BIPOC Family Caucus	School Board Equity Trainings
HSD Website	Culturally responsive teaching
District Equity Committee	- Alex Shevrin Venet-Keynote
	Administrative Council Meetings

03

Where We're Going



EL10 Policy- Race and Equity- Future Aspirations

Community engagement	Professional Development	Staff/Student voice	Curriculum Instruction Assessment	Recruit/ Employ/ Retain
Comprehensive List of Support Services	MTSS workshop-	Affinity Spaces	Curriculum Audits through coaching cycle	Work with the State AOE licensing
Multicultural Celebration	Culturally responsive teaching	Equity libraries	Venet Workshops	Work with Existing Community partnerships
Juneteenth		HCOREI Student Liaison		

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Partners



Partners

BARWE- *Building Anti Racist White Educators*

HCOREI- *Hartford Committee on Racial Equity and Inclusion*

Bria Wright- *Learning for Justice*

Dr. Melissa Crum- *Mosaic Education Network*

Vermont Partnership for Fairness and Diversity- [Mary Gannon, Ed.D](#)

Outright Vermont- *Building a Vermont where all LGBTQ+ youth have hope, equity, and power*

SNSC Upper Valley Special Needs Center- *Advocate for and provides resources for special education*

Unconditional Learning- Alex Shevrin Venet

**Thoughts,
Comments,
Questions?**

