COMMITTEE FOR EQUITY
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:


ACTIVITY

Project implicit - Harvard University’s Implicit Bias Test
Https://implicit.harvard.edu/implicit/takeatest.html
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
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