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# Worthington School Board of Education: Diversity, Equity and Inclusion Update

Toya Spencer, Director of Diversity, Equity and Inclusion • 11.11.2020

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# Overview

- Approach to DEI in Worthington
  - Head, Heart, Hands Model
- 3 Focus Areas
  - Building Relationships
  - Gathering Data
  - Communication
- Look Ahead
  - Data Analysis
  - Create Framework for DEI Strategic Plan

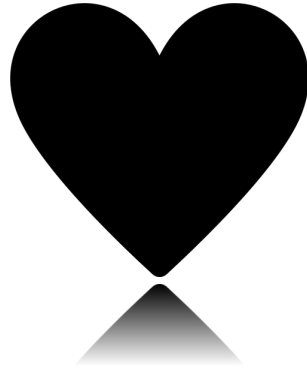


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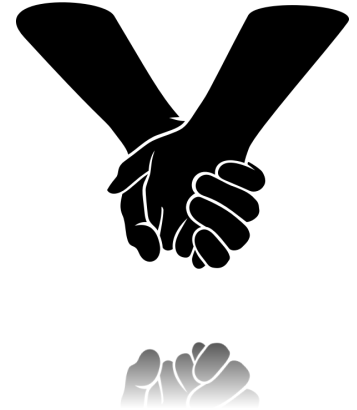
# Achieving Equity & Inclusion...



**Head**  
Train & Educate to  
Increase Knowledge



**Heart**  
Create Safe Spaces for  
conversations & “heart”  
connections



**Hands**  
Do the work of changing  
behaviors, policies & processes

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# Building Relationships through FCT™ (familiarity, comfort & trust)

- Building Visits - met with all Elementary, MS, HS Principals & toured buildings
- One-one-meetings with BOE Members
- Hosted two (2) meetings with the educators of color
- Monthly meeting with Elementary & Secondary Principals
- Met with PTAC (Presidents of PTAs) & PTA DEI Committees
- Met with Worthington Alliance of Black Families & Educators (Curriculum - Tricia to speak 5-7 mins. Mtg planned for June 1)



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# Gathering Data

- Panorama SEL (Social Emotional Learning) Survey
  - Student
  - Teacher & Staff
  - Dates: Nov 2 - 13
- Meetings with HS Students of Color (WKHS & TWHS)
- Hosted two (2) meetings with the Educators of color
  - One-on-one Zoom meetings for those unable to attend meetings
- Equity Audit
  - On-line assessment tool that evaluates institutional practices
  - Asks us to identify trends in culture, programs, operations, finance & governance
  - Will inform the establishment of DEI strategic plan
  - Date TBD



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# Communication

- Diversity, Equity and Inclusion webpage
  - Definitions of Diversity, Equity and Inclusion
  - Dear Worthington Instagram Statement
  - Discrimination Incident Report Form
- Worthington DEI Twitter
- Community
  - Worthington Interfaith Neighbors: Share Your Story Speaker (Oct. 27)
  - OAESA (Ohio Assoc. Of Elementary School Admins): Second-in-Command Institute - Diversity, Equity and Inclusion Panelist (Nov. 4)
  - Worthington Community Relations Commission meeting - Speaker (Dec. 1)



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# Look Ahead

- Panorama Equity Workshop with Cabinet (Dec. 8)
  - Interpret & reflect on data
  - Action-planning for next steps with data
- Finalize next steps for Equity Audit
  - Determine date
  - Gather data needed
- First Quarter 2021 - Begin creating the framework for DEI Strategic Plan for district



