

DIVERSITY, EQUITY, AND INCLUSION NEWSLETTER

The latest news, spotlights, and announcements

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WELCOME

We are excited to present our first Equity Newsletter to the students, teachers, parents and all stakeholders of CCPS. This will be a quarterly newsletter that will go out to the District website and the schools. This newsletter will give us an opportunity to highlight things that our district is doing toward diversity, equity and inclusion. We will also highlight a student, teacher or staff member at one of our schools that are doing great things to inspire others. We want to showcase to the public, the work that our schools are doing to ensure equity is taking place. We also want to shed light on community work that is taking place to ensure equity and inclusion. This newsletter will also show data and trends that will help our leaders make informed decisions across all levels.



CHRISTIAN COUNTY
— PUBLIC SCHOOLS —
A Community Committed to Phenomenal Schools

WHAT IS DIVERSITY, EQUITY AND INCLUSION? DON'T FORGET ABOUT CULTURE!

Some may be wondering, what are these terms that I keep hearing more and more about in the news, online, in the barbershops, in schools and in the community. Below, you will find a brief definition of each and a small synopsis of how they can play a role in each of our lives.

Diversity- Diversity is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective.

This is a very broad definition. Another way to look at diversity is understanding and realizing that people or individuals are different. It is important that each of us to respect the differences of others that may not look like us, dress like us, or may not be from the same community, state or country as us.



Six Ways That Diversity in Education Benefits Student Success

- Students work better and harder
- Students become more open-minded
- Students won't be intimidated to travel abroad
- Students develop communication skills
- Students learn to challenge stereotypes.
- Accepting diversity in education is a path towards a brighter future.

culture noun

cul·ture | \ 'kəl-chər

Culture- can be defined as all the ways of life including arts, beliefs and institutions of a population that are passed down from generation to generation. Culture has been called "the way of life for an entire society." As such, it includes codes of manners, dress, language, religion, rituals and art.

Culture is the lifeblood of a vibrant society, expressed in the many ways we tell our stories, celebrate, remember the past, entertain ourselves, and imagine the future. Our creative expression helps define who we are, and helps us see the world through the eyes of others.

School Culture can be defined as the assumptions, beliefs, values and habits that constitute the norm of the school and guide the work of educators within it. Rick DuFour



EQUITY & INCLUSION

Equity in education is the process of reforming practices, policies, and procedures at the school and district **levels to support academic fairness and inclusion**. This ensures every child has everything they need to be successful, like resources, teachers, and interventions.

While **equality** means that everyone has the same rights, opportunities and resources, **equity** provides students with resources that fit their circumstances.

Educational Equity is the provision of personalized resources, instruction and academic support, etc. needed for all individuals to reach common goals.

In other words, the goals and expectations are the same for all students, but the supports needed to achieve those goals depends on the students' needs.

*EQUITY IS THE PROCESS
EQUALITY IS THE OUTCOME*

Below is a list of equity issues that some schools across the nation face on a daily basis.

- 1) Lack of appropriate funding to provide an equitable opportunity to learn.
- 2) Failure to distribute resources for learning to all students in a fair, balanced and equitable manner.
- 3) Unwillingness on the part of those in control to include all key stakeholders in decision making and problem solving.

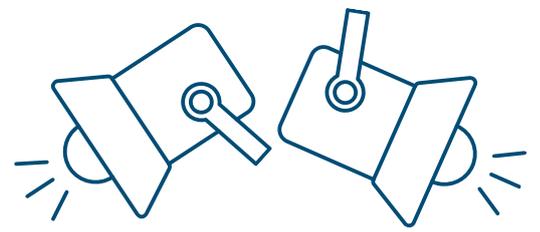


Inclusion- means respecting and valuing our diversity. An inclusive organization is one that: utilizes diverse perspectives to broaden the scope of:

- problem-solving encourages collaboration
- learning from differences
- flexibility
- fairness

Inclusion embeds these values in organizational structures, policies, practices, programs and personnel.

Inclusion- Cultivating conditions where every staff person and leadership is fully engaged, their contributions are recognized and valued, and differences are strategically leveraged so the schools/district can thrive.



COMMUNITY *spotlight*

bell hooks

Born on September 27, 1952, in Hopkinsville, KY, she was given the birth name Gloria Jean Watkins. She adopted her pen name "bell hooks" from her maternal great-grandmother, Bell Hooks Blair. bell hooks is an African American social activist, educator, feminist, and writer. In 2018, she was inducted into the Kentucky Writers Hall of Fame. Berea College has honored bell hooks life and legacy with the bell hooks center. She passed away on December 15, 2021.

Mrs. Gwenda Motley, the sister of bell hooks, continues her legacy and serves as a member of the Racial Equity Committee.



STUDENT *spotlight*

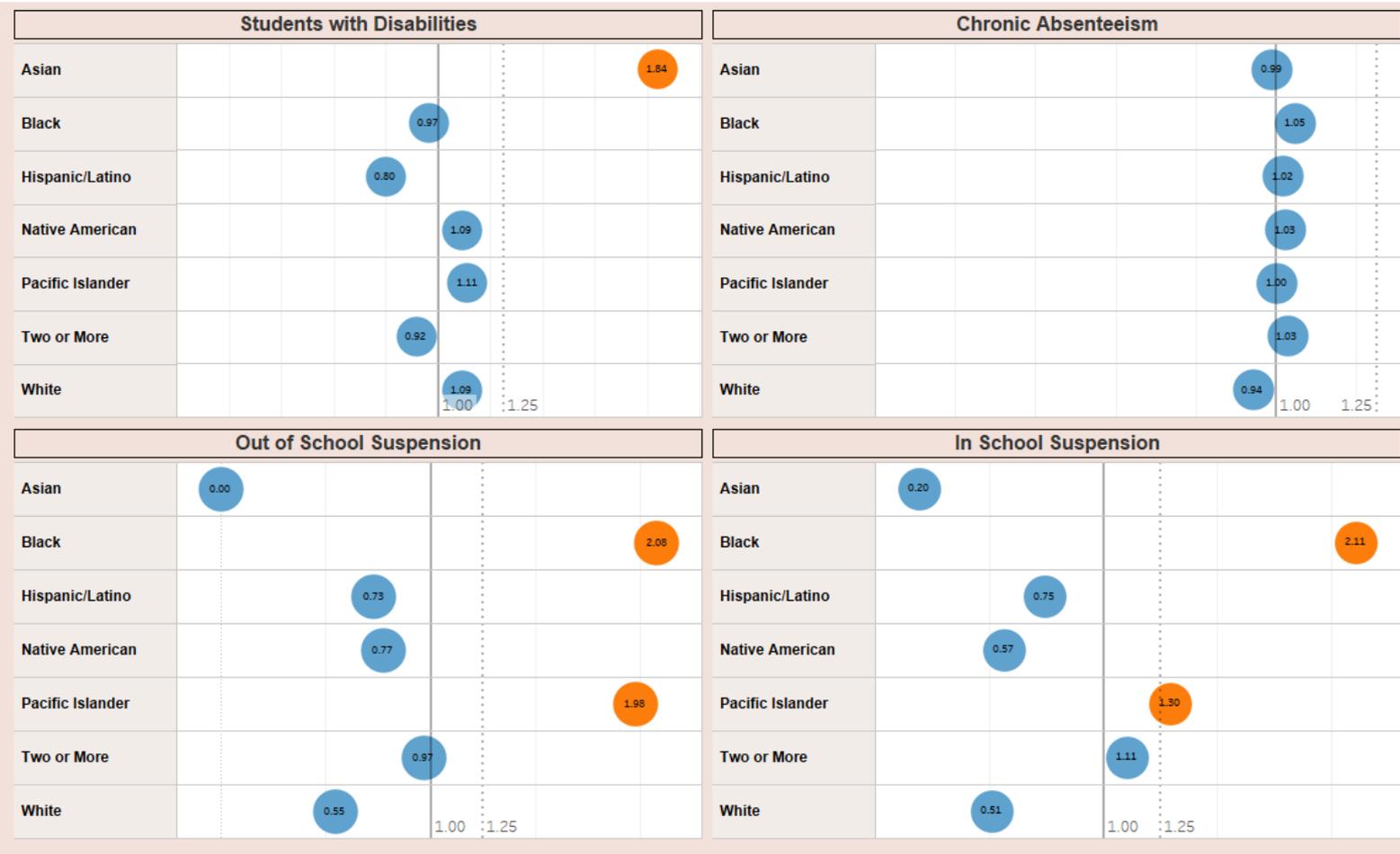
Jayceon Thomas

Jayceon is sophomore at Hopkinsville High School. He is a young entrepreneur, as he has created his own clothing line called "Tremendous Clothing". When he graduates, he would like to expand his clothing line and focus more on growing his digital art/graphic design business. He is also interested in becoming a motivational speaker to help others learn about the struggles of growing up being a young African American male and the growths and setbacks that have been made along the way.



Data usage enables more effective evaluation of programs, resources, and interventions to facilitate student, school, and district success. Collecting student data is an important factor in increasing student achievement and helps educators make sound decisions for (better) student outcomes.

At-Risk of Over-Representation - Race Ethnicity Group Equity Dashboard



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EXCITING NEWS FROM THE RACIAL EQUITY COMMITTEE!

Currently, there are 31 individuals serving on the Racial Equity Committee who work to continue to ensure that CCPS strives towards equity and inclusion.

If serving on this committee is a desire for you, we welcome you with open arms. We are looking for Equity Champions to serve alongside us. Your commitment would include meeting about an hour and a half once a quarter. We need individuals that are passionate about equity and inclusion. If this is you, please reach out to your school committee member or email: mancell.elam@christian.kyschools.us.

Join Us!

Introduction of _____

OUR TEAM

MEET THE RACIAL EQUITY COMMITTEE TEAM FOR 2021-2022

Kim Stevenson
Keisha Benson
Sean Conley
Tom Bell
Alethia West
Lisa Wooten
Tara Toliver
Gwenda Motley
Beverly Fort
Rico Rodriguez
Carla Criswell

Chris Bentzel
Cindy Campbell
Stephanie Blanton
Michelle Walden
Mancell Elam
Kelly Gates
Jennifer Meacham
Laurel Pemberton
Angela Thomas
Sherry Holloway

Meagan Hickman
Josh Hunt
Kevin Jasper
Vice Killebrew
Sara Shepherd
Robert Tyree
Krista Stratton
Mary Loveace
Wendy Baker
Raiona Henderson

QUARTERLY QUOTE

“

*Relationships before Rigor
Grace before Grades
Patience before Programs
Love before Lessons*

”

-Dr. Brad Johnson

