



Methacton School District
Diversity Equity and Inclusion Kickoff

February 2021



HELLO!

Dr. Bruce Campbell Jr.

Associate Professor and Director of the Educational Leadership Masters and Supervisory Certification programs in the School of Education at Arcadia University.

My scholarship, teaching and service has primarily focused on Leadership, Justice, Equity, Diversity and Inclusion in education systems.

DEI Leadership Team



Dr. Amy Mangano



Dr. Judy Gallagher-Landis



Tara Eison



Negar Ekbatani



Duperly Hadrick



Matt Ryan

Scope of Dr. Campbell's Work

- Assisting the development a Diversity and Inclusion Committee.
- Facilitating an equity audit for the district.
- Facilitating monthly, Diversity and Inclusion Committee Meetings.
- Assist in directing Diversity and Inclusion Committee sub-groups.
- Assist in developing an action plan for the district to move forward.
- Continuously provide feedback to administrators, faculty and staff throughout the process.

Creating a Shared Space

To create our Norms or Working Agreements we start with these four from *Courageous Conversations about Race* (Singleton, 2006)

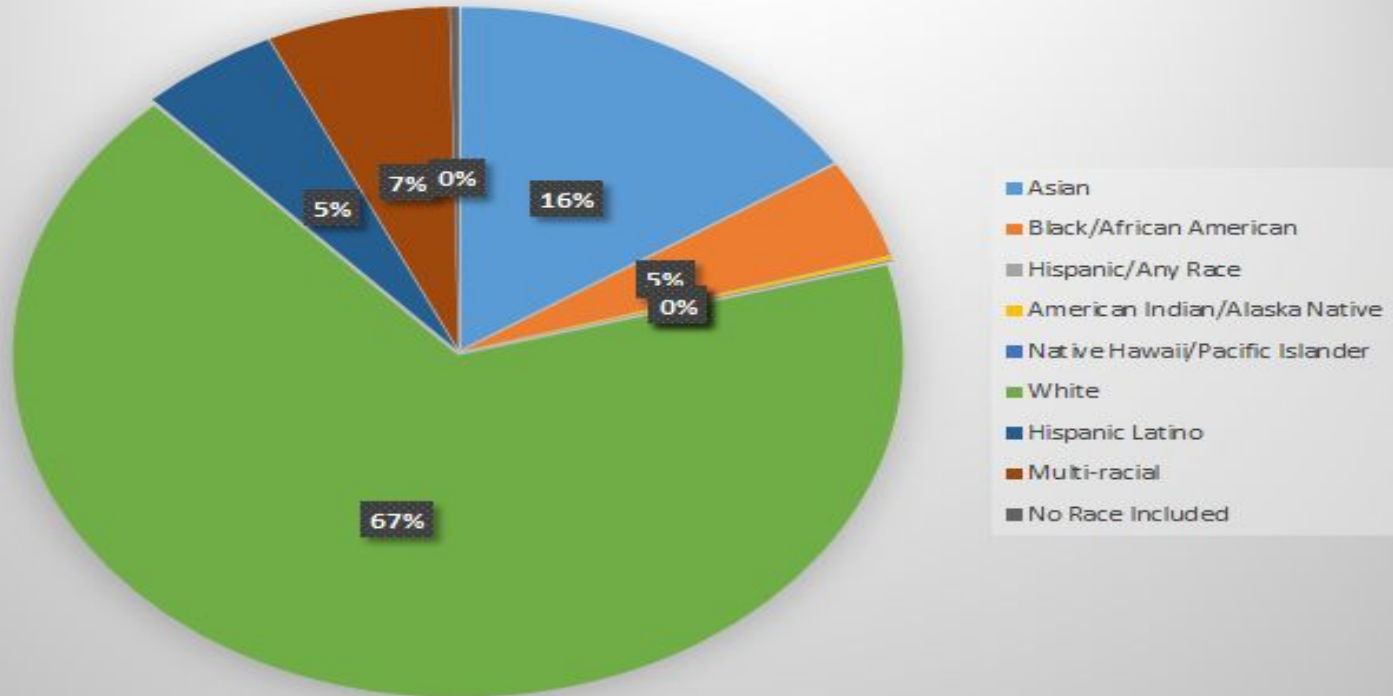
- Stay Engaged
- Speak Your Truth
- Experience Discomfort
- Expect and Accept Non-closure

What is This Work?

- Just 5.6% of Pennsylvania's teachers are persons of color, compared to 33.1% of its students.
- The data also shows 55% of the state's public schools and 38% of all school districts employed only white teachers.
- Nearly three in four of the state's black teachers - 72% - work in Philadelphia and Allegheny County, where 54 percent of the state's black students attend.

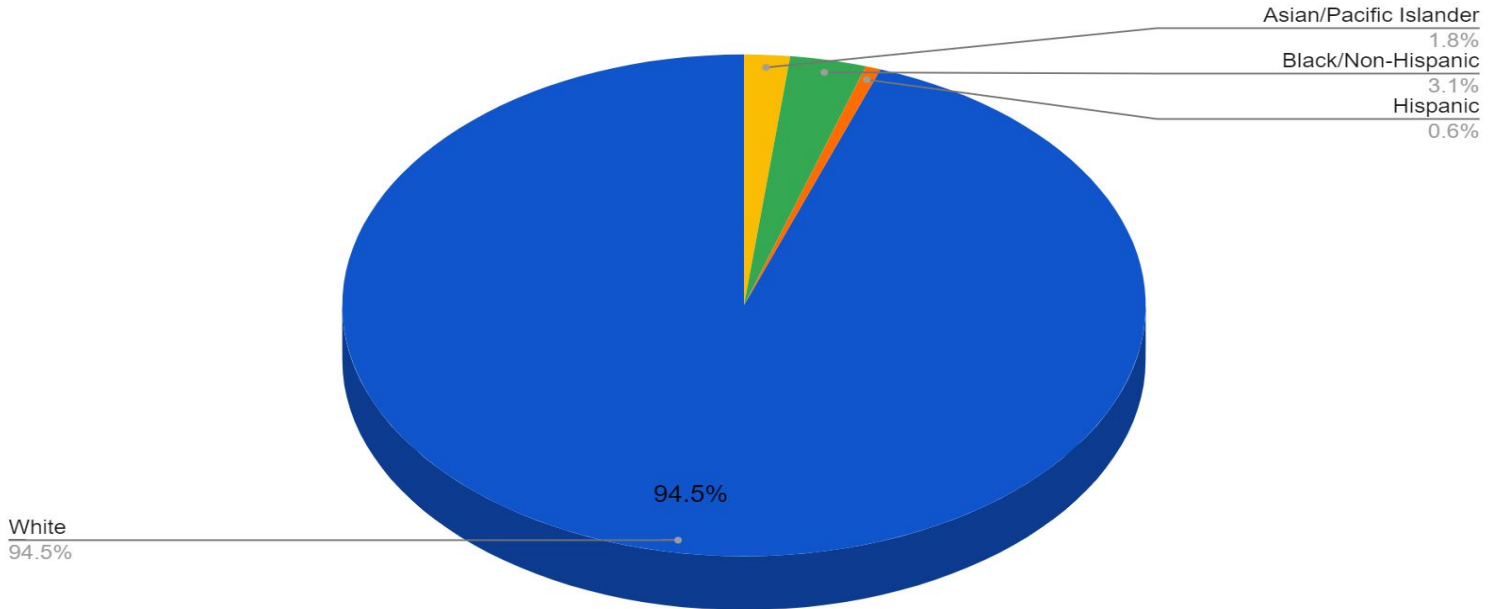
What is This Work?

Ethnicity & Gender in Methacton Schools



What is This Work?

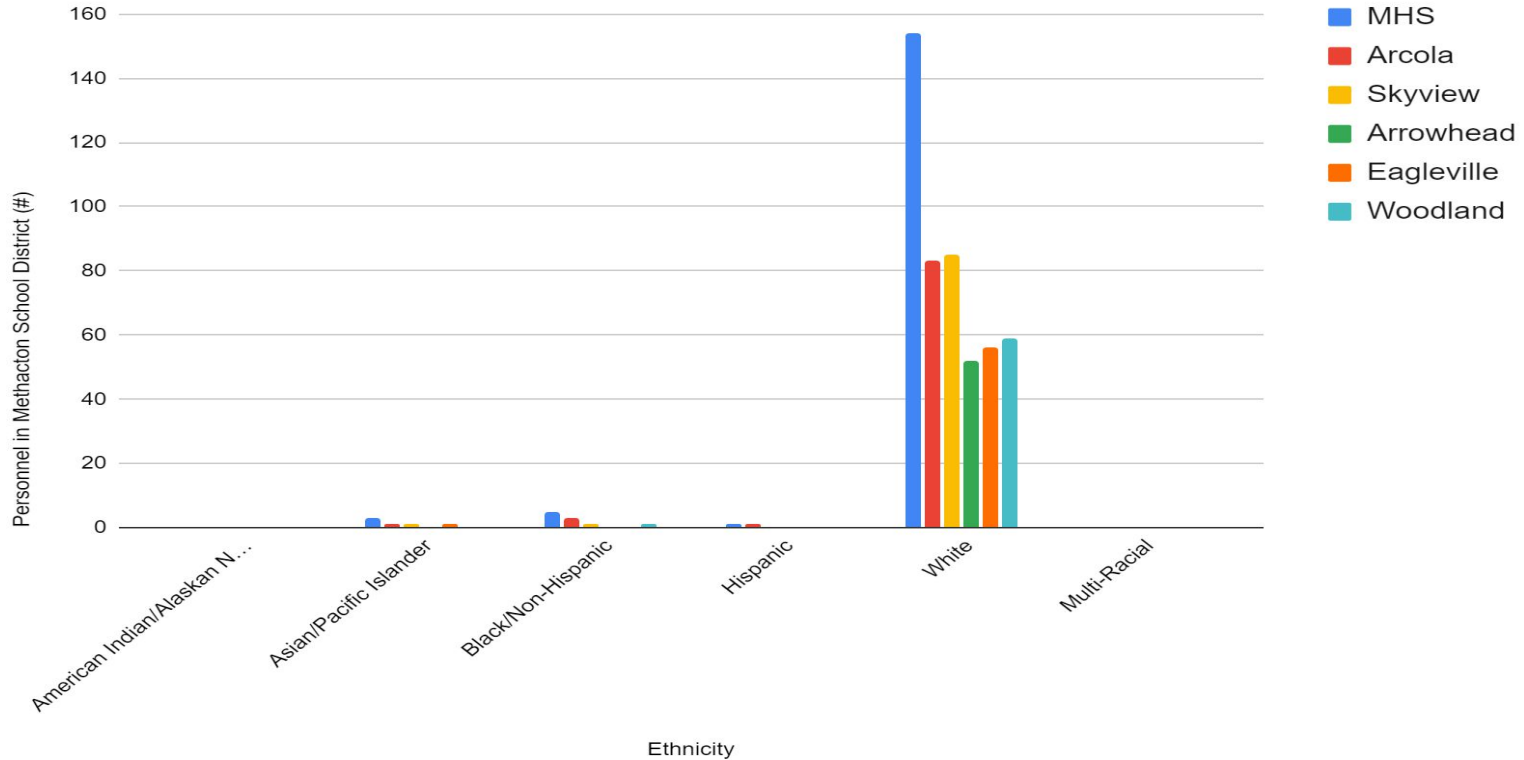
Ethnicity of All Personnel in MSD Schools and/or Facilities 20-21



Note: As the ethnicity of our students changes over time (slowly increasing), our district continues to be mostly white. Ethnicity of our district personnel is not a good reflection of the students we teach.

What is This Work?

Ethnicity of All Personnel in MSD Schools and/or Facilities 20-21



What we BELIEVE about Diversity, Equity and Inclusion

- We must challenge ourselves to see through another's lens.
- Respect and openness are vital.
- Diversity strengthens our relationships, schools and community.
- We have a responsibility to prepare our students, staff and others to be inclusive.
- All students and staff can lead and succeed given optimal resources and support.

What we MEAN by Diversity, Equity and Inclusion

- Diversity, equity and inclusion are core concepts that operate in relation to each other.
- **DIVERSITY:** The broad set of visible and invisible dimensions encompassing all the ways in which people, processes and perspectives differ within the Methacton community.

What we MEAN by Diversity

These dimensions include:

Abilities / Disabilities

Culture

Gender / Gender Identity

Language

Military / Veteran Status

Parental / Family Status

Political Beliefs

Religion

Age

Education

Geography

Learning Styles

Nationality

Personality

Race

Sexual Orientation

Appearance

Ethnicity

Income

Life Experiences

Occupation

Philosophy

Relationship Status

Values

What we MEAN by Diversity, Equity and Inclusion

- **EQUITY:** The result of ensuring each individual has what they need to lead and succeed. Equity includes identifying and removing personal and system barriers that limit the full participation of all individuals and groups.
- **INCLUSION:** The active process of welcoming, respecting, supporting, connecting and valuing while acknowledging the uniqueness or identity of all Methacton family members.

Next Steps

**Learning and
Working
Sessions**

**Level of
Expectations**

Volunteers

**Establish DEI
Subcommittees**

**Design
Equity Audit**

**Administer
Equity Audit**

THANK YOU!

www.Methacton.org