

Appendix A | Proposal

Diversity, Equity, Inclusion | Professional Development 2022 Scope of Work for Ravenswood City School District

I. Deliverable #1 - Survey Data Design, Collection, and Analysis

January 3, 2022

Anndretta Wilson of Learning Culture will design an anonymous digital survey around Climate and Experiences related to DEI to be distributed by 12/17/21 to Classified employees.

Survey Part A: Demographic Info - age range, gender, grandparents education and income level, grandparents citizenship status or nationality

Survey Part B: Understanding of terms: privilege, equity/inequity, empathy, advocacy, collaboration

January 3, 2022, Survey Data Compiled and Analyzed

II. Deliverable #2 - Develop and Present Content for Seminar Cluster

January 3, 2022

Learning Culture will facilitate a cluster of three initial seminars for approximately 35 persons each. The facilitator will engage participants with strategic storytelling around keywords and definitions. Those presentations will lead to group interactions and activities where participants learn and practice skills for resistance, advocacy, and collaboration toward equity.

- Session 1 - January 3, 2022 - School support staff, Nutrition, Technology, Custodial Staff
- Session 2 - January 3, 2022 - Outreach coordinators, Campus Relations Coordinators, Student Services, SPED, Transportation, Custodial Staff

Learning Culture, LLC

Anndretta Lyle Wilson, PhD

Seminar Agenda

- A. Grounding and Gratitude Activity / Icebreaker (10 minutes)
- B. Presentation – *The Perfect Immigrant* (15 minutes)
- C. Guided Discussion / Activity *Acknowledging Privilege* (15 minutes)
- D. Presentation – *Generational Wealth Gaps* (15 minutes)
- E. Guided Discussion / Activity *Acknowledging Inequality* (15 minutes)
- F. Interactive Presentation – *Intersectionality and Critical Race Theory* (15 minutes)
- G. Closing Activity Specific to Group (5 minutes)

Content and Outcomes Description

Presentation – *The Perfect Immigrant*

Guided Discussion / Activity *Acknowledging Privilege*

Desired Learning Outcomes:

- Through a discussion of a fictional immigrant narrative, participants will understand the connection between white privilege and assimilation for immigrants of European descent in contrast to non-white immigrants
- The activity will encourage participants to practice countering narratives that reinscribe white supremacy so that participants will have new tools for resistance

Presentation – *Generational Wealth Gaps*

Guided Discussion / Activity *Acknowledging Inequality*

Desired Learning Outcomes:

- Through a graphic representation of two families over generations participants will understand the way that the US government and related agencies ensured wealth inequality for non-white families
- The activity will encourage participants to personalize wealth privilege and other forms of privilege resulting from unfair practices and consider ways to counter continued inequity.

Interactive Presentation – *Intersectionality and Critical Race Theory*

This section will present court cases and other true-life examples for students to consider and identify the hidden inequalities related to multiple identity positions.

Desired Learning Outcomes:

- Participants will build skills toward deconstructing laws, rules, guidelines, practices that seem benign on their face, but harm or fail to protect certain populations

III. Deliverable #3 – Develop and Present Content for Large Group Seminar and Practicum

Date: To Be Determined

Desired Outcomes:

- Classified staff will look for and recognize hidden forms of inequality even in one's own practices.
- Classified staff will feel comfortable discussing inequality and finding ways to collaborate around equitable solutions.

Presentation:

- Review of key terms and definitions from the Seminar Cluster.
- A discussion of strategies for avoiding guilt, anxiety, embarrassment around topics of inequality – particularly those inequalities that stem from differences in race or national origin historically.

Practicum

- Participants will share and discuss practical examples of how to counter systemic inequality.
- The session will include smaller break-out sessions for more in-depth discussion to incorporate inclusive strategies around practical examples.

IV. Deliverable #4 – Session Participation Observations Compiled and Analyzed with Recommendations

Date: To Be Determined

- Share a written document with session outcomes along with suggestions for future engagement within thirty days of the Large Group Session.
- Conversation with RCSD representative about Session observations.