



O'Hara Elementary PTO Update

January 20, 2021



FCASD Diversity and Equity Committee Update

District Diversity and Equity Committee

- **Purpose**
 - Promote the essential value of diversity and the need for equity in the district
 - Build a cohesive effort by engaging all building teams with the district goals
- **Key Focus Areas**
 - Professional development
 - Curriculum and instruction
 - Events
 - Hiring practices
 - Diversity and equity assessment/audit
- **Committees**
 - Each of the 6 buildings were asked to assemble a Diversity & Equity Committee
 - 51 teacher members, 17 administrators across the district
- Representatives from each building attended District Committee meetings
 - 12/11/20
 - 1/20/2021

District Diversity and Equity Committee

Actionable Items

Each Committee was asked to begin working on the following:

1. *Discuss planning building events for February*
2. *Review and discuss high school student-generated [“Pledge”](#)*
3. *Research potential staff PD resources/ideas*
4. *Draft possible interview questions for district office to consider*

O'Hara Diversity and Equity Committee

What we've done so far:

- Committee Members: *Eliza Dames, Gina Sacriponte, Kaylee Krepps, Jess Taylor, Jen Lancz, Dana Ferrari, Karen Fornari*
- Discussed high school pledge - how could it be more specific to elementary students?
- Meeting with O'Hara Diversity and Equity committee to discuss potential curricular implications
- DE committee meeting to discuss read-aloud options to enhance perspectives
- Chart creation - Which read-alouds for which grade levels to increase awareness and avoid overlap of content?
- Facilitated grade level professional development and planning conversations during 1/18/21 professional development day focused on the development of a scope and sequence and supporting materials

O'Hara Diversity & Equity Plan

Develop monthly read alouds/activities with a focus on Diversity, Equity, and Inclusion.

Choose texts that exemplify Diversity, Equity, Inclusion and/or align with Months of Celebration.

Months of Celebration

- January- Differing Abilities
- February- Black History
- March- Gender Equality
- April- Learning Styles
- May- Asian/Pacific Islander History
- September- Latinx History
- October - Diverse Families
- November- Indigenous People History
- December- World Religions

Develop questions for each read aloud to promote discussion Monthly Themes, Diversity, Equity, and Inclusion

O'Hara Diversity & Equity Plan

Grade Level Topics with Suggestions:

K- Inequalities in Schooling- Segregation (Point Person: Kaylee Krepps)

-[Ruby Bridges, "I Am Enough"](#)

1- Inequalities in Access to Resources- Segregation (Point Person: Gina Sacriponte)

-[Martin Luther King Jr., "If a Bus Could Talk"](#)

2- Understanding Identity- Sub-Saharan Africa (Point Person: Dana Ferrari)

-[South Africa, "Beatrice's Goat"](#)

3- Inequalities in Opportunities (Point Person: Jennifer Lancz)

-[Jackie Robinson, "Hidden Figures"](#)

4- Inequalities in Representation (Point Person: Jess Taylor)

- [Thurgood Marshall, "Let Them Play"](#)

5- Understanding Identity- Slavery (Point Person: Eliza Dames)

-[Harriet Tubman, "Henry's Freedom Box"](#)

O'Hara Diversity and Equity Committee Collaborative Opportunities

- Invite/facilitate parent/guardian guest readers to engage in monthly themed read aloud opportunities
- Create fundraising/book drive events to support teacher created wish list requests per grade level for classroom libraries and for additions to main library selections *(in progress)*
- Research and provide O'Hara Building Diversity and Equity committee with ideas to consider for virtual assemblies/virtual speakers/virtual demonstrations aligned with teacher created scope and sequence monthly plan

Thank You!