

**New Hope-Solebury School District  
Equity Committee  
Minutes April 26, 2022**

Dr Lentz called the meeting to order at 4:02 PM with 22 participants on Zoom. He reminded the committee of the agreed-upon norms for conduct and of the upcoming date for the Equity Town Hall, May 3. There were no comments from the members on the March minutes.

**Equity Audit Update**

Katie Pope (University of Pittsburgh) and Arminta Hinton (Central PA Community College) of EJ Associates are conducting an audit of NHSD's curriculum. They reported reviewing the district's mission and courses looking for evidence of rigor, multicultural awareness, and rich themes of diversity. Their HS curriculum sample included Jazz Band, French, Democracy in America, English 10, and Intro to Sociology.

Initial analyses:

- There is not a consistent syllabus template with regards to learning outcomes related to diversity
- They found multicultural content but very few courses showed evidence of a diversity lens
- No highlights in representation or social justice (defined as looking at social needs and/or problems, representation from a positive perspective, not a deficit lens)
- That said, NHSD is ahead of many school districts in this work

Future:

- They can help develop a template to use in lesson plan development across the curriculum
- Encourage new attitudes toward difference
- Courses could show greater range of class, gender, race, ethnicity in content

Next steps:

- Final audit in May
- Will conduct policy review for district
- Recommendations for professional development
- Office of Civil Rights accountability
- Title IX trainings

**Emily Kallahan, PSBA – Goal Setting Part 2**

Has survey results from committee on long-range goals. We need to determine measurable impacts – “wildly important goals.” What leverage do we have as an equity committee? How do we get from X to Y by Z?

- Move from ideals and commitments to action
- How can the equity committee support the district in making progress on its priorities?
- How do we get to the last sentence of our mission?: “We will partner with families, students, administrators, faculty, and the New Hope-Solebury community to identify and remove institutional barriers and promote a safe space for all to thrive socially, academically, and emotionally.”

- Vision is not the same as goals – what do we as a group need to do monthly in order to reach our mission?

Dr Lentz reviewed Year 1 Priorities. How do we operationalize? What is committee's role?

Potential Goal 1: Increase Diversity, Equity, Inclusion professional development

- Establish metrics
- Can we increase capacity?
- Committee is not best place to determine needs for professional development – that should come from faculty and admin (but committee might suggest PD topics)

Potential Goal 2: Increase diversity of faculty and staff

- “lead measures” – committee could create a welcome kit with community video for diverse faculty/staff to help with recruitment and retention of new hires
- Annual report on HR progress
- Train “search advocates”
- Should this be a subcommittee?
- Dr Lentz reported that admin/HR is currently visiting diversity job fairs, broadening search pool and where we advertise

Potential Goal 3: increase and support student engagement on diversity, equity, inclusion

- Student-led events
- Student equity group could make proposals to larger committee
- Conduct exit interviews with graduates
- Should there be a liaison? (there is – Erik Pedersen)
- Increase student input – most valuable
- Mr Brosius reported on UES equity work – age-appropriate discussions about empathy and inclusion. Working with Mrs. Miller on 2<sup>nd</sup> Step Program.
- NHSD is doing great work but needs to share it more with wider community
- See what climate survey results show from students – we need better data
- Connect with students, center their voices, allow them to speak freely

After some discussion many committee members felt goal #3 should be the group's priority.

Potential Goal 4: curriculum audit, align equity and STEAM objectives

- Is this an appropriate goal for this committee? What role does committee play in district?
- Curriculum alignment can be larger goal for review cycle – look into social studies/ELA, core reading program at ES, college and career pathways
- How do we best integrate different perspectives into curriculum?
- Teachers on committee can discuss in curriculum review process and bring info back to equity committee

Potential Goal 5: community engagement

- Annual events, more programs
- Focus on underrepresented families
- Student groups
- Transportation logistics

- Better outreach
- Continue to share committee work

Next steps

1. Reorder goals by priority
2. Continue to work on student engagement and professional development
3. Workshop for action steps – establish “the how”

Meeting was adjourned at 5:30 PM.