



EQUITY IS...

Monthly Newsletter of the SDP Equity Coalition

DIVERSITY SPOTLIGHT: STUDENT BOARD REPRESENTATIVES

If you haven't had the chance to meet the new student members of the School Board, now's your chance!



Meet Toluwanimi Olaleye, a junior at Carver Engineering and Science. Toluwanimi believes the environment, opportunities and community at her school are a true blessing, and she would like to share them with younger students at neighboring elementary and middle schools, so they are aware of the academic opportunities nearby. As a Student Board Representative, determined to make the world a better place, she would like to help increase mental health awareness within schools and support the next generation of students.



Meet Keylisha J. Diaz, a junior at Philadelphia Military Academy. In her role as a Student Board Rep, Keylisha plans to share the views and needs of the District's students with Board Members to improve the student experience. "I believe constructive criticism is important in making needed changes and moving forward," Keylisha says. "I will give it everything I have to ensure that Board Members hear the student voice."

DEI AWARENESS & CELEBRATIONS FOR JANUARY!

January 17th: World Religion Day

- Started in 1950 when the National Spiritual Assembly of the Baha'is of the United States sought to have all religions in the world recognize that all religions have common spiritual goals. The goal is to focus on the oneness of all religions, harmony, unifying humanity, and interfaith discourse.

January 18th: Martin Luther King, Jr. Day

- Options for volunteering in Philadelphia are on this ([click here](#)).
- Learn about the Greater Philadelphia Martin Luther King Day of Service ([click here](#))
- For a detailed history of the fight for MLK Day and additional resources ([click here](#), [here](#), [here](#), & [here](#)).

January 27th: International Holocaust Remembrance Day

- International Holocaust Remembrance Day was established by the UN on 1/27, the day that concentration camp, Auschwitz-Birkenau, was liberated. The day is meant to honor the 6 million Jewish people murdered and also spread awareness in the hopes of preventing future genocides.
- Online tools for learning and teaching about the Holocaust ([click here](#)).



QUOTE OF THE MONTH

There is no beauty but the
beauty of action.

-MOROCCAN PROVERB

SUBCOMMITTEE UPDATES

PROFESSIONAL LEARNING

- Group discussions on various issues of inequities in SDP (book studies, video reflections, etc).
- Co-construction of guiding principles of what we need to know/be able to do as outcomes of equity/anti-racism professional learning.
- Co-construction of processes for collecting and analyzing data on the landscape of various professional learning opportunities that already exist in SDP.
- **Next Meeting 2/8/21 at 3:45pm**

RESEARCH/SYSTEMS CHANGE/POLICY

- Review School District procedures for Board Policy Review
- Review Newly Proposed Practice/Procedures for Research System Change, Policy Sub-Committee Program Office Policy review and Guiding Questions.
- Debrief the process.
- **Next Meeting: 2/8/21 at 3:30pm**

EXTERNAL PARTNERSHIPS

- Currently drafting a survey as part of our landscape analysis of current SDP partners.
- First phase will survey a few key Central Office teams to identify partners who are doing racial equity work.
- We're working with our subcommittee to get feedback on the survey and to help us define what 'partners doing equitable work looks like.
- **Next Meeting: 1/21/21 at 3:30pm**

COMMUNICATION & MARKETING

- Working on launching a student-centered "Equity Is" Campaign and Equity Spotlights starting in January of 2021.
- "Equity Is" Campaign will ask students to tell us what Equity is to them in any way they choose whether that be video, poem, song, etc.
- Our Equity Spotlights will look to interview people who are already doing Equity work in their communities so that they can share their hopes, struggles, and inspiration.
- We are also sending out continued internal newsletters to keep all Equity Committee members updated on what is going on in other sub-committees
- **Next Meeting: 1/19/21 at 3:45**

VOICES MAGNIFIED

Here we can share what books, podcasts, music, articles etc. that is inspiring our equity work. Want to submit a suggestions? Fill out this [google form](#).



Kelsey Romano suggested we read the recent article (linked below) "Philadelphia Teacher Faces 65 Years in Prison After Another Person Torched a Police Car During a Protest" by Rachel Cohen on December 9, 2020 in *The Appeal*.

Kelsey writes:

Anthony Smith is not only a beloved member of his school, but a leader in our community. He has worked tirelessly fighting for a better future for his students and Philadelphia as a whole. Philadelphia also has teachers that do not reflect the population we teach. 70% of teachers are White and only 23% of teachers are Black (with an even smaller percentage of that being Black men teachers).

It isn't surprising to me (a White, cis, woman teacher who was also arrested for peacefully protesting) that I was released and my fine dismissed, but Anthony Smith (a strong, outspoken Black man) was only recently released from prison in spite of the lack of evidence against him.

We must stand in solidarity with Ant. His fight is far from over. #freeant

[Article Link](#)

Want to buy a book featured here? Help small Black-owned bookshops in Philly like [Harriet's](#) or [Uncle Bobbies](#) by purchasing from <https://bookshop.org/>

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TO THE UPDATES?
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