



# EQUITY IS...

Monthly Newsletter of the SDP Equity Coalition

## DIVERSITY SPOTLIGHT

### EQUITY COMMITTEE'S FIRST PODCAST INTERVIEWEE, SUPERINTENDENT HITE!



The Communication and Marketing Subcommittee is excited to launch the SDP Equity Coalition "*Equity Is...*" podcast! Hosted by Dara Savage, one of the enthusiastic and tenacious co-leads for the CM subcommittee, the first podcast centers Superintendent Hite in honor of Black History Month. You can listen [HERE](#).

Below is a short summary of the introduction of the first interviewee:

Dr. William R. Hite, Jr. is the Superintendent of The School District of Philadelphia, the largest public school system in the Commonwealth of Pennsylvania. His professional experience includes serving at every level – teacher, principal, central office administrator and Superintendent. Since joining the School District in June 2012, Dr. Hite has focused on equity, innovation and quality and has worked to create a system of great schools in every neighborhood, opened new innovative high schools, expanded successful school models, launched in-district turnarounds and redesigned schools in partnership with communities.

## DEI AWARENESS & CELEBRATIONS FOR MARCH!

**March is Jam-Packed and includes: Developmental Disabilities Awareness Month, Gender Equality Month, Women's History Month, Ethnic Equality Month, and National Multiple Sclerosis Awareness Month!**

**March 3rd:** International Women's Day

- United Nations Day for Women's Rights and International Peace

**March 11th:** World Day of Muslim Culture, Peace, Dialogue and Film

- Nation-wide

**March 14:** Pi Day

**March 21st:** International Day for the Elimination of Racial Discrimination & World Down Syndrome Day

**March 22nd:** Emancipation Day (Puerto Rico end slavery)

**March 25th:** International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

**March 31st:** Cesar Chavez Day (farmworker rights champion, we incorporated this into healthy living lesson in science/health)



### QUOTE OF THE MONTH

"As long as you keep a person down, some part of you has to be down there to hold him down, so it means you cannot soar as you otherwise might"

-MARIAN ANDERSON

# SUBCOMMITTEE UPDATES

[CLICK THIS LINK TO FIND OUT MORE ABOUT THE EQUITY COALITION AND ITS SUBCOMMITTEES.](#)

## 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 3/8/21 at 3:45pm**

## RESEARCH/SYSTEMS CHANGE/POLICY

- The subcommittee continues our policy reviews using the newly developed Equity Lens. Policies to be considered by the Board of Education yet this school year will be first reviewed by the subcommittee either via survey tool or working groups and feedback will be provided to program offices for consideration. The subcommittee is also developing questions for focus groups for next phase of equity audit (school level).
- **Next Meeting: 3/15/21 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.
- Our goal for March is to conduct focus groups with key District stakeholders. The data from our survey will guide our next steps in determining who will participate in those.
- **Next Meeting: 3/18/21 at 3:30pm**

## COMMUNICATION & MARKETING

- Create copy and edit March Newsletter, which will keep all Equity Committee members updated on what is going on in every subcommittee and include a student interview for Equity Is Spotlight.
- We are creating and working towards recording an "Equity is" Podcast that will interview those doing equity work in Philly.
- Building and writing the copy for the Equity Committee website.
- **Next Meeting: 3/16/21 at 3:45**

**WANT TO GET INVOLVED OR ADD  
SOMETHING TO THE UPDATES?  
EMAIL [EQUITY@PHILASD.ORG](mailto:EQUITY@PHILASD.ORG)**

# VOICES MAGNIFIED

Share books, podcasts, music, articles etc., that are inspiring our equity work!  
Submit suggestions today.  
Fill out this [google form](#).



Dr. Stephanie Robinson, a member of the Communication and Marketing subcommittee, suggested we read *Out of My Mind*.

*Out of My Mind* was written by Sharon Draper, an educator and writer. Draper is the five-time winner of the Coretta Scott King Literary Awards. Her book *Out of My Mind* was on the New York Times bestselling list for almost two years.

Dr. Robinson stated that, "It is a great book for children and adults who are or may have a family member who does not talk/speak, but uses other forms of communication be understood through internal monologue."

The book is centered on 11-year-old Melody who has a photographic memory. Most people-her teachers and doctors included-don't think she's capable of learning. Being stuck inside her head is making Melody go out of her mind- that is, until she discovers something that will allow her to speak for the first time ever. At last, Melody has a voice . . . but not everyone around her is ready to hear it.

[Link to Book](#)

# IMAGES FROM LAST MONTH'S CULTURAL CELEBRATIONS!

