



# EQUITY IS...

Monthly Newsletter of the SDP Equity Coalition

## DIVERSITY SPOTLIGHT

### MEET OUR EXTERNAL PARTNERS SUB-COMMITTEE!

THE EXTERNAL PARTNERS SUBCOMMITTEE OF THE SDP'S EQUITY COALITION IS COMPRISED OF OVER 70 MEMBERS WHO PLAY VARIOUS ROLES THROUGHOUT THE SDP. DURING THE PAST YEAR, THE SUBCOMMITTEE MEMBERS WERE CRUCIAL IN DEVELOPING SURVEY QUESTIONS FOR CENTRAL OFFICE DEPARTMENTS TO GAUGE HOW THEY WORK WITH EXTERNAL PARTNERS THROUGH THE LENS OF EQUITY. THE SUBCOMMITTEE MEMBERS ALSO PROVIDED VALUABLE FEEDBACK ON A FOCUS GROUP PROTOCOL THAT WAS DEVELOPED FOR SEVERAL INTERVIEWS THAT TOOK PLACE WITH EXTERNAL PARTNERS AND OTHER SDP STAKEHOLDERS.

THE DIVERSE PERSPECTIVES OF THE SUBCOMMITTEE MEMBERS PROVIDED A ROBUST LIST OF EXTERNAL PARTNERS. THIRTEEN OF THE EXTERNAL PARTNERS WERE INTERVIEWED AS A PART OF THIS PROCESS AND COLLECTIVELY THE INTERVIEWED PARTNERS PROVIDE A VARIETY OF EXPERTISE/SERVICES: SOCIAL EMOTIONAL LEARNING, DROPOUT PREVENTION, MENTORSHIP, VOLUNTEERS, UNIVERSITY CONNECTIONS, YOUTH, WORKFORCE, COLLEGE READINESS, ESL, TEACHER PIPELINE, OUT-OF-SCHOOL TIME, CULTURAL INSTITUTION, STEAM, CIVICS, TEACHERS, STUDENT VOICE, AND YOUTH AND FAMILY ADVOCACY.

THE NEED FOR TRANSPARENCY, COMMUNICATION, AND A TEMPERATURE CHECK ON THE SDP'S EQUITY COMMITMENTS HAVE BEEN COMMON FEEDBACK ITEMS FROM THE EXTERNAL PARTNER INTERVIEWS AND THE SUBCOMMITTEE PLANS TO REFLECT ON HOW IT CAN HELP ENSURE THIS HAPPENS IN THE FUTURE.

Check out the May Issue of our Equity Is Podcast!

Estelle Acquah, Executive Director

Click [HERE](#) to Listen



## A MESSAGE FROM ALL OF US FROM THE EQUITY COALITION

### HAPPY SUMMER BREAK!

This year has been extremely trying and has pushed us all in a variety of ways, but we have all come out the other side hopefully learning something new about ourselves, our colleagues, and the students we serve. Truly, we have all learned how resilient, flexible, and compassionate each of us are. In spite of our own struggles, we were able to come together to do our best in an unprecedented situation. Thank you all for the time, effort, and energy that you have put in to make this year a success. We hope that you find some time for self-care and know that we are all in this together.

## CULTURAL AWARENESS & CELEBRATIONS FOR JUNE

JUNE IS NATIONAL CARIBBEAN AMERICAN HERITAGE MONTH, AIDS AWARENESS MONTH, LGBT PRIDE MONTH AND AFRICAN AMERICAN MUSIC APPRECIATION MONTH.

For more information about LGBT Pride Month click [HERE](#).

#### June 12: Loving Day

- Loving Day is a celebration of the Supreme Court case Loving v. Virginia, which struck down state bans against interracial marriage.
- The interracial couple at the center of the trial was Richard and Mildred Loving.
- Lessons and resources are available in the link [here at Teaching Tolerance](#).

#### June 12: Philippines Independence Day

- This date commemorates the Philippine's declaration of independence from Spain in 1898.
- Teacher resources are available in the link

#### June 19: Juneteenth (click [here](#) for more information)

- "This celebration marks a day in 1865 when enslaved Texans learned they'd be free (two months after Robert E. Lee surrendered and ended the Civil War and two and a half years after President Abraham Lincoln issued the Emancipation Proclamation). Initially a uniquely Texan observance, Juneteenth has now been recognized in some form in every corner of the country."
- Resources to teach about Juneteenth [here at Learning for Justice](#).

### QUOTE OF THE MONTH

"You never completely have your rights, one person until you all have your rights."

-MARSHA P. JOHNSON



# SUBCOMMITTEE UPDATES

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

## PROFESSIONAL LEARNING

- We are developing SDP-specific book guides for book studies on four focal texts in SDP, analyzing data from our survey on the landscape of equity/anti-racist professional learning occurring in our District, finalizing our guiding principles for equity/anti-racist professional learning in our District, and starting to think about our scope and sequence for professional learning for various stakeholders in order to develop equity leadership and advocacy throughout SDP.

## 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).

## EXTERNAL PARTNERSHIPS

- We are in the midst of conducting interviews with some of the District's key external partners. We have created a list of partners who we should have conversations with and craft questions that help us better understand the equitable work being done.
- Our first interview was with Racial Justice Organizing Committee and we look forward to talking with additional partners next month.
- Our landscape analysis survey of current SDP partners has been completed by 9 central office teams.
- We will take a look at that data to identify any trends and create a strategy for follow up conversations with these teams.

## 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.

**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](#).



Adam Northam, a member of the Communication and Marketing subcommittee, suggested we watch In Defense of Justice in Denver.

In Defense of Justice in Denver is a documentary directed, shot, co-written & edited by William Whiteman. The documentary follows the community activists, arrested after organizing mass demonstrations in protest of the killing of Elijah McClain. These activists are facing up to 48 years in prison, which in recent history is one of the highest charges for peaceful political protests.

Mr. Northam, "A perfect follow up to the write-up on Anthony Smith\*. This documentary explores the plight of justice fighters in Denver who are having similar experiences. It's important to understand that there is a massive and coordinated attempt at the highest levels to suppress voices demanding justice and equality. As a group of individuals dedicated to equity and inclusion, we cannot remain silent. We must use our considerable collective voice and scream about against this fascism. We must use our considerable collective experience and expertise to act against it."

\*Anthony Smith is a teacher and community organizer in Philadelphia, currently facing charges for "arson of property belonging to an agency [the Philadelphia Police Department] receiving federal funding, arson affecting interstate commerce, obstruction of law enforcement during civil disorder, and aiding and abetting." An article about Anthony Smith was featured in the first Equity Is newsletter.

[Watch the Documentary Here](#)

# TAKING A LOOK BACK AT MAY

## May Was...

We recognize that sexual assault is an ongoing issue that is not time bound. To commemorate Sexual Assault Awareness Month, the SAAM planning committee has put together a virtual gallery filled with art, poems, comics, and posters that speak to us. We are encouraging our SDP community to interact with the pieces that are there, share your own pieces of art or one's that you love, and take some time to reflect on how we can create a culture of consent within SDP and beyond! Our hope is that this gallery can live as a growing archive of community voices that are often unheard and give us an opportunity to reaffirm our commitment as an organization to equity.

Additionally please find below some resources should you or someone you know experience sexual assault.

[Click here to access the Gallery Walk](#)

[Click here to access resources for individuals experiencing sexual assault](#)

## Equity Partners Fellowship Kicks Off!

On Tuesday, April 27th our district launched the Equity Partners Fellowship, featuring an inaugural cohort of individuals from varying roles throughout the district. This fellowship includes teachers, students, and central office staff members. These 16 individuals will engage in a year long professional learning journey to infuse equity into their personal and professional practice. The Fellowship is a personalized, experiential learning opportunity designed to help educators and students create interpersonal, institutional, and ideological change around race and equity. It will develop, support, and sustain a group of diverse and exceptional students and leaders who are primed to drive transformational change in our District.

[Click here to meet our inaugural cohort of Equity Partners Fellows](#)

