



# EQUITY IS...

Monthly Newsletter of the SDP Equity Coalition

## DEI OFFICE UPDATES

### The Office of Diversity, Equity, and Inclusion has Launched it's Website!

The website includes an overview of the office's mission and vision, core initiatives, and growing Equity team. In addition, the website features quick access to the SDP Equity Framework, the results of the Equity Audit, resources to inform your professional and instructional practice, and provides updates on past and current cultural celebrations. To learn more about what's happening with the Office of DEI at SDP, click the link below.

[Click HERE to check out the new website!](#)

## Social Justice Summit

**Save the Date!! Monday, January 17th 2022 from 9:00am - 12:30pm**

This year the Equity Coalition, through the Office of DEI at the School District of Philadelphia, is hosting a virtual Social Justice Summit. The purpose is to bring together stakeholders, from across the District and City, to share their work focused on diversity, equity, and inclusion. We are inviting individuals, program offices, school based teams, and community partners to participate as panelist. **Click HERE to access the call for presentations.** The deadline to submit a proposal is December 19, 2021.

#### **Presentation Themes include:**

- Culturally Responsive Teaching
- Equity Protocols and Frameworks
- Equity Centered Community and Partnerships
- Social Emotional Learning and Wellness
- Relearning History
- Equity Leadership

#### **There are two ways to join as a panelist:**

##### **Individual Submissions:**

- You have a strategy, instructional practice, framework, or protocol you want to present on in 7-10 slides
- You'll be grouped with 2-3 other presenters with similar topics to present as a panel with a facilitator

##### **Panel Submissions:**

- Existing group of 3-4 presenters whose work is interconnected and is being submitted as a crafted group
- Existing panels will have 45 minutes to present, in total.

# CULTURAL AWARENESS & CELEBRATIONS FOR DECEMBER

DECEMBER RECOGNIZES UNIVERSAL HUMAN RIGHTS MONTH

**Dec 1:** World AIDS Day - Annually on December 1st, we commemorate World AIDS Day and reflect upon our worldwide response to the HIV/AIDS epidemic. This year has been especially poignant as we mark 40 years since the first five cases of what later became known as AIDS were officially reported and honor the more than 36 million people, including 700,000 in the United States, who have died from AIDS-related illness globally since the start of the epidemic.

**Dec 3:** International Day for People with Disabilities - The annual observance of the International Day of Disabled Persons was proclaimed in 1992 by United Nations General Assembly resolution 47/3. It aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life.

**Dec 10:** International Human Rights Day - Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR). The UDHR is a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. Available in more than 500 languages, it is the most translated document in the world.

**Dec 21:** Yule Winter Solstice - The winter solstice is an ancient pagan holiday known for rituals and traditions that celebrate nature and setting one's intentions for the coming season.

**Dec 25:** Christmas Day - Christmas is celebrated on 25 December. It is a holiday to celebrate the birth of Jesus Christ, who, according to the Christian religion, is the son of God. The name is a joining of "Christ" and "mass" which means the holy mass (supper, celebration or festival) of Christ.

**Dec 26:** Kwanzaa begins - Beginning December 26 and lasting for seven days, Kwanzaa is a celebration of community, family and culture, established as a means to help African Americans reconnect with their African roots and heritage.

**Dec 31:** New Year's Eve - New Year's Eve is one of the largest global celebrations because it marks the last day of the year in the Gregorian calendar, December 31, before the New Year. ... Many people celebrate New Year's Eve to bid farewell to the year that ends and to welcome the New Year.



## Trans Day of Remembrance

On Friday, November 19, the Equity Coalition, through the ClubPride Affinity Group, held their first ever Annual Transgender Remembrance Coffee House Open Mic at the SDP Central Office. The space was used to acknowledge and honor the transgender individuals who have lost their lives to violence as well as celebrate the joy of the transgender experience. School District staff, students, and families gathered together to share community with one another through a remembrance ceremony, poetry, spoken word, dance, art, and song. We hope to continue to use this day of remembrance (and beyond) to support our transgender students and communities, stand in solidarity in the ongoing struggle against discrimination and injustice, and celebrate transgender visibility and beauty.

While we fight alongside our transgender community for collective liberation, we encourage you to use the resources linked [HERE](#). Some of these resources focus specifically on providing support for transgender youth and their families who often have unique experiences that can be challenging to navigate. Other resources include LGBTQIA focused organizations that you can support and learn more about.



## Equity Partners Fellowship

This year the School District of Philadelphia facilitated a 10 month- long equity focused professional development opportunity for teachers, students, and non-leadership central office staff.

The final session of our inaugural cohort is December 14th. At this session fellows will share the culmination of their learning from foundational equity knowledge, to emergent equity skills, to building their muscle as change agents for equity.

Applications for the 2022-23 Equity Partners Fellowship will open in Spring 2022. If you are interested in developing your skills as a leader in equity based change reach out to [equity@philasd.org](mailto:equity@philasd.org) to receive application updates.



## Equity Partners Fellowship

# Steering Committee

## Affinity Groups

### What is an affinity group?

Affinity groups are gathering opportunities for people who share a common identity. Affinity groups provide opportunities for people to connect with others who share aspects of their identity, especially in situations in which aspects of their identity are marginalized

The Equity Coalition is launching District-wide affinity groups that will meet virtually to bring people from similar identities together.

The Coalition is looking for individuals who:

- Would like to facilitate an identity based affinity group
- Would like to join an affinity group as a participant

If you are interested in joining or facilitating an affinity group please fill out the interest form below.

[\*\*AFFINITY GROUP INTEREST FORM\*\*](#)

## Updates

### Affinity Groups

Do you desire to cultivate and facilitate brave spaces for individuals who share a particular identity? This working team is for you.

### Equity Audit

Do you enjoy collecting and analyzing data to identifying areas of equity/inequity in our organization? This working team is for you.

### "Equity Is" Podcast

Are you inspired by creating opportunities for people to share their stories, experiences, and expertise? Join this working team.

### External Partners

Would you like to engage with community partners through conversations and activism? Join this working team.

### Learning Pathways

Does supporting with designing and facilitation of equity professional learning opportunities for families and community members inspire you? Join the learning pathways working team.

### Policy Review Cycle

Are you interested in reviewing and providing feedback on Board Policies through an equity lens? The policy review cycle working team is for you.

### Social Justice Summit

Do you enjoying convening diverse groups of people and planning opportunities for shared learning? Join the Social Justice Summit working team.

## Equity Learning Corner

For this month's newsletter, we have a recommended activity to explore your personal identity. This activity can be done independently, as a learning activity with students, or in collaboration with your colleagues and peers.

**Identity charts** are a graphic tool that can help us consider the many factors that shape who we are as well as identify the ways we hold and do not hold privilege. They can also be an effective community building tool.

Before creating identity charts, consider the question, "Who am I" - categories such as our role in a family (e.g., mother, uncle, sister), our hobbies and interests (e.g., piano player, football fan, gardener), our background (e.g., religion, race, nationality, hometown, place of birth, gender, sexual orientation), and our physical characteristics (tall, able-bodied, red hair).



For the full activity description [\*\*CLICK HERE\*\*](#)