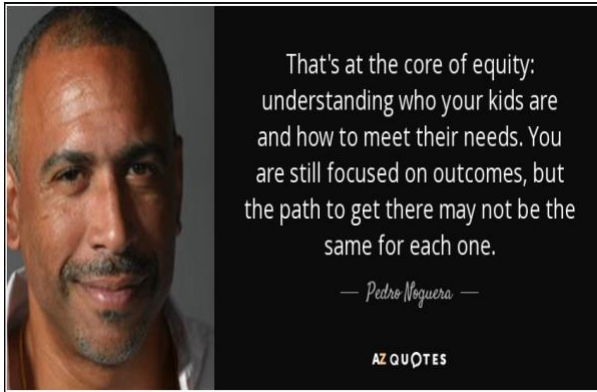


Milton Public Schools

March, 2021

Behaving Equitably

EQUITY



Equity is working to provide individuals, groups, and communities a fair chance to succeed by giving them what is needed based on their circumstances.

To learn more about education equity here are some resources to start with:

- [Equity \(Ed Glossary\)](#)
- [Equity from Inclusive Communities](#)
- [Equity vs Equality by the Rising Tide Center](#)

Anti-Racist Work

We must continually examine what it means to be anti-racist and how it shows up in education equity.

This month the equity department has been coaching and working **with** each school's leadership team to work on developing systems and structures that identify, document, share, and evaluate the accessibility of black historical content to ALL students. During this investigation, each school was able to identify the strength, successes, challenges as well as gaps around providing equitable access to quality Black historical content to ALL students. This analysis will support the work that the district is undertaking around building an anti-racist curriculum where Black History is American/US History and curriculum is not taught from a "White Supremacy" vantage point.

In addition to the work with school level leadership, the equity department has been working with the School Committee, leadership, and central office to define anti-racist work. The outcome of these discussions has led to the district understanding of the magnitude and the need to collectively (district and community) build a robust, action orientated anti-racist policy, protocols, and accountability systems and structures that will guide the district's behaviors. This is a good step towards doing anti-racist work. This work will begin soon. When the process for getting involved is established, I will share it with everyone.

The 14th Amendment

In 1857 when the Supreme court ([Judge Taney](#)) ruled in the [Dred Scott](#) case that even if a black man is born a free man, he could not evoke citizenship under the constitution. The fight for inclusion has always been about the meaning of the words “We the People”. The essential question that has been asked for the last four centuries is “who is included in We the People?” Enslaved Black Americans like Frederick Douglas challenged the United States to define the phrase and include Black Americans in its meaning. This was the start of the battle for inclusion.

The better understand this four almost five centuries fight to ask America to include all others who do not look like the “Founding Fathers”, you would need to investigate the evolution of the 14th Amendment. The first and Second Amendment has been raised up in the past 4 years, but in terms of equality, the 14th amendment is what we all need to learn about and hold America accountable for. The 14th amendment is about ALL of us. Something I did not learn until later in my college experience.

Section 1 of the 14th Amendment states:

All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the state wherein they reside. No state shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

For centuries, the debate around who the “we” are has led to decisions like Dred Scott, Civil Rights Movement, ERA movement, LOVE movement, BLM movement just to name a few.

If you would like to investigate the importance of this amendment here are some resources to start with:

- Amend, the fight for America on Netflix
- [History.com, 14th Amendment](#)
- [ERA movement](#)
- [LGBTQ rights in America](#)

Quality Review

The implementation for the Quality Review from an Equity Lens has been underway. The number of interests from the community is promising. However, due to the recent announcement made by the Massachusetts Commissioner of Education, the focus of the entire school district has shifted to ensure a safe and equitable return to school for ALL (students and staff). There are a lot of logistics, planning and negotiating taking place in order to abide by the CDC guidelines as well as meeting learning targets.

The Quality Review through an equity lens will continue as planned but we are extending our recruitment timeframe for both the Selection Task Force as well as the Steering Committee. [Click here](#) to apply and/or learn more about the Selection Task Force and Steering Committee.

The new deadline are as follows:

ALL CALL	Selection Task force 2/8/21 - 4/16/21 Steering Committee 2/8/21 - 5/7/21
Application review	5/10/21 - 5/14/21

Interviews	5/17/21 - 5/21/21
Call Backs	5/24/21 - 5/28/21
Orientation	TBD
Work begins	6/7/21



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