

Inclusiveness Advisory Board (IAB) Activities and Accomplishments: 2016

1. Winter 2014 - IAB formed and communicated Shared Purposes to the community
2. Inclusiveness Perception Survey for students, staff and families - established 3 Essential Goals(staff development, friendships/relationships, inclusivity for families)
3. Read Teaching Diversity; A Guide to Greater Understanding (Garcia, Ricard L. 2011)
4. Defined terms of equity, culture and inclusivity:
 - a. EQUITY-ideal in which the organization is respectful and responsive to the needs of those it serves.
 - b. CULTURE- what people do and why they do it (i.e. believe, think,act)
 - c. INCLUSIVITY- intentionally mindful and inviting in valuing, respecting, and responding to all the members of the school community being served
5. Completed equity audit and Board of Education Equity Committee formed
6. Anti-Defamation League workshops for community and staff members
7. National Equity Project (NEP) partnership established and training workshops for staff, Board of Education members, and community conducted
8. Conducted Sharing (Peace) Circles in community (partnership with RFPL)
9. PTO developed the Family Care Committee to serve family and students' needs
10. Established lottery-style sign-up process for STEM and other elective programming to improve equitable access
11. Language added to communications with families about procedures and processes, and how to access services
12. Heard and celebrated equity-related poetry from Roosevelt students
13. Aligned IAB objectives to District 90 Strategic Plan, incorporating language reflecting the District's goals and values
14. Developed, refined and communicated *Vision for Equity* statement
15. Read and discussed numerous articles pertaining to equity, inclusivity, and access issues
16. Created the Inclusiveness Advisory Board (IAB) blog
17. Formed and launched faculty Book Club – Culturally Responsive Teaching and the Brain (Hammond, Zaretta. 2015)