

Anti-Racism/ Equity Strategic Planning Framework

Goal #1: Develop and adopt an SAU-wide equity policy to serve as a basis for decision making and priorities for all boards.

Action Steps Taken:

- [Draft Policy](#) being presented to the joint school board
- Policy adoption and communication

Timeline and Essential Tasks:

- SAU Senior Staff to bring equity policy draft to Joint School Board for approval November 2020

Involvement of External Partners:

- Guidance from Great Schools Partnership

Resources

- [North Clackamas District Equity Policy](#)
 - [Lawrence District Equity Policy](#)
 - [10 Ways School Boards Can Champion Racial Equity](#)
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Goal #2: Work with local police departments and school resource officers to ensure proper training around race/ equity.

Action Steps Taken:

- Dr. Lupini has contacted police chiefs: Seabrook, WHS, North Hampton
- Chief Mone is on the Statewide Task Force.
 - Report has been published, endorsed by Governor

Timeline and Essential Tasks:

- Winter/ Spring 2021. Schedule Task Force meeting to review statewide work.

Involvement of External Partners:

- [NH Commission on Law Enforcement Accountability](#)
- [North Hampton Police Department](#)

Resources

- [Equity in Schools Resources](#)
- [Teaching Race Resources](#)

Goal #3: Ensure a diverse and inclusive representation of people of color in K-12 curriculum.

Action Steps Taken:

- Curriculum and Text Adoption Process ([Equity Lens](#))
- Auditing current texts, particularly in 6-12 grades to ensure diverse representation
- Working at WHS to [actively track](#) curricular topics.

Timeline and Essential Tasks:

Involvement of External Partners:

- Moving beyond standards into facilitated discussion around curricular choices.

Resources

- [Equity in Schools Resources](#)
- [Teaching Race Resources](#)
- [GSP - Grading and Reporting for Educational Equity](#)
- [GSP - Indicators of Educational Equity](#)

Goal #4: Ensure robust and connected professional development opportunities for staff around race & equity.

Action Steps Taken:

- New Teachers & Mentors
 - Not Light But Fire (Kay)
- Teacher in-service days
 - August: UNH Department of Community, Equity, & Diversity: Allyson Ryder, Director of Programs & Dottie Morris, Associate Vice President for Institutional Diversity and Equity, Keene State College
 - March 9th: SEL & Equity Professional Development
- Other in-service opportunities
 - Building based book groups
 - Committees established as a result of work done by UNH.
- NHS is doing PLCs around this, 6th Grade *Roll of Thunder Hear My Cry* ELA novel and SS Human Rights Unit, 8th grade *The Watsons Go to Birmingham - 1963* ELA novel and SS Civil Rights Unit

- LAS Novel- 7th/8th grade “Roll of Thunder Hear My Cry”, 7/8 humanities curriculum now includes Rights and Responsibilities unit and the impact of slavery on America today

Timeline and Essential Tasks:

- SAU 21 SEL Leadership Team organize SEL PD Day (3/9/21)

Involvement of External Partners:

- [UNH Dept. of Community, Equity, & Diversity](#)
- [Keene State College Office of Diversity & Multiculturalism](#)
- [NH Listens](#)

Resources

- [Equity in Schools Resources](#)
- [Teaching Race Resources](#)
- [Diversifying the Educator Workforce](#)
- [GSP - Indicators of Educational Equity](#)

<p>Goal #5: Promote and solicit community involvement in the representation of minorities and people of color with regard to school symbolism and communication.</p>

Action Steps Taken:

- Warriors Mascot discussion with the WHS board
- Forming a task force to review issue and develop a strategic plan
 - Students from the Human Rights Club Social Studies Teacher
 - Alumni students
 - Social Studies teacher, Stacy Brown
 - WHS Librarian, Linda Osborne
 - Hampton Library, Stacy Mazur
 - Denise and Paul Pouliot, Cowasuck Band of the Pennacook-Abenaki People

Timeline and Essential Tasks:

- Form task force to develop a strategic plan
- Report out to Winnacunnet School Board

Involvement of External Partners:

- [National Congress of American Indians](#)
- [Cowasuck Band of the Pennacook-Abenaki People](#)
- [UNH Indigenous NH Collaborative Collective](#)
- [Lane Memorial Library](#)

- [Laurel R. Davis-Delano, Professor of Sociology, Springfield College](#)
- WHS Alumni Students
 - Mary Casey
 - Corina Chao

Resources

- [Indigenous Peoples in Maine are Not Mascots](#)
- [The \(High School\) Mascot Wars](#)
- [Sounds Like Hate Podcast](#)
- [The psychosocial effects of Native American mascots: a comprehensive review of empirical research findings](#)
- [National Education Association Resolution: Supporting Removal of Native Themed Mascots](#)
- [National Indian Education Association Resolution: Elimination of Race-Based Indian Logos, Mascots, and Names](#)
- [American Psychological Association Resolution - Retiring American Indian Mascots](#)
- [Leading National Civil Rights and Racial Justice Organizations Announce Joint Opposition to Washington NFL Team Locating New Stadium in District of Columbia](#)
- [CNN: Maine to become first state to ban Native American mascots in public schoolsots/index.html](#)
- [NCAI: Ending the Era of Harmful “Indian” Mascots](#)
- [NCAI 2005 Resolution: Support for NCAA Ban on “Indian” Mascots](#)
- [NCAI’s “Ending the Legacy of Racism” Report](#)
- [Op-ed: The destructive dynamic of dehumanizing Native Americans](#)
- [Why Educators Can't Ignore Indian Mascots](#)
- [GSP - Equitable Community Engagement](#)