



DIVERSITY
and
INCLUSION

January 22, 2021

Diversity and Inclusion Task Force

The Laconia School District's Diversity and Inclusion Task Force, facilitated by the Office of School Wellness Director, was created in February 2020 and is comprised of the Superintendent's Office, School Board, building administrators, teachers, and other specialized school staff personnel. This stakeholder oversight committee meets no less than monthly.

Task Force Vision: Ensuring a safe, respectful, and inclusive culture that empowers our school community through education, awareness, and communication that promotes acceptance of every individual.

Definition of Diversity

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, abilities and beliefs as assets to the groups and organizations to which they belong.

This includes categories of culture, socioeconomic background, race, ethnicity, gender, gender identity, sexual orientation, disabilities, religion, and life experiences.

Inclusion

- Embracing students from all backgrounds that are underrepresented groups such as first generation, low-income, LGBTQ, disabled, etc.
- Access for diverse groups of people to decision-making, resources, and opportunity.
- Involvement and empowerment, where the inherent worth and dignity of all people are recognized.
- Active, intentional, and ongoing engagement with diversity – in the curriculum, in the co-curriculum and in communities (intellectual, social, cultural, geographical) with which individuals might connect – in ways that increases awareness, content knowledge, cognitive sophistication and empathic understanding of the complex ways individuals interact within systems and institutions.

<https://chemistry.stanford.edu/news/what-does-diversity-and-inclusion-mean-you>
<http://www.aacu.org/making-excellence-inclusive>

Diversity and Inclusion Task Force Mission

Task Force Mission: To serve as the oversight committee for:

- a) Development and implementation of a coordinated plan to prevent, assess the presence of, intervene in, and respond to critical incidents of discrimination on the basis of all equal rights protected under federal and state laws.
- b) Development of policy(s) that informs our in the area of safety and inclusion.
- c) Development of protocol, practice, and procedures for prevention, assessment, intervention, and response to purported cases of discrimination.

Diversity and Inclusion Task Force Mission cont.

- d) Building and student plans, cases of purported discrimination, professional development implementation, and integration into K-12 curriculum.
- e) Supporting athletics' teams and participation practices for the safety and inclusion of all students.
- f) Conducting facilities environmental scan and suggested updates.

More information on the Diversity and Inclusion Task Force, including current membership, can be found [here](#).

Related Resources: Laconia Policies

[AC Equal Rights](#)

[ACAC Title IX Sexual Harassment Policy and Grievance Process](#)

[ACAC-P Form to File a Title IX Complaint](#)

[AC-E Non-Discriminations, Equal Opportunity Employment and District Discrimination Plan](#)

[ACE Procedure Safeguards for Non-Discrimination](#)

[JICK Pupil Safety and Violence Prevention Policy](#)

[JRA Student Records](#)

[JRA-P Student Records and Access Procedures](#)

Taking Our Pulse – *Surveying Staff*

Teacher and staff perspectives on how well the school creates an equitable teaching and learning environment for students and adults

- Belonging
- Cultural Awareness and Action (Adult Focus)
- Cultural Awareness and Action (Student Focus)
- Educating All Students
- Professional Learning About Equity

ESS		
<u>Breakout Room 1:</u> Staff Last Names A -G Facilitator: Tara Beauchemin	<u>Breakout Room 2:</u> Staff Last Names H-P Facilitator: McKenzie H-B	<u>Breakout Room 3:</u> Staff Last Names Q- Z Facilitator: Lisa Holiday
PSS		
<u>Breakout Room 4:</u> Staff Last Names A - G Facilitator: Dave Levesque	<u>Breakout Room 5:</u> Staff Last Names H - P Facilitator: Anne Barach	<u>Breakout Room 6:</u> Staff Last Names Q - Z Facilitator: Jamie Walters
WHS		
<u>Breakout Room 7:</u> Staff Last Names A - E Facilitator: Eric Johnson	<u>Breakout Room 8:</u> Staff Last Names F- J Facilitator: Andrea Faller	<u>Breakout Room 9:</u> Staff Last Names K-O Facilitator: Rachele Cote
<u>Breakout Room 10:</u> Staff Last Names P-R Facilitator: Steve Tucker	<u>Breakout Room 11:</u> Staff Last Names S - Z Facilitator: Amy Hinds	

LMS

Breakout Room 1:

Nick Resca
 Deb Tivey
 Ann Peterson
 Joanna Bergman
 Jonathan Sandlin
 Paula Medeiros
 Parker Minor
 (Devin Calkins)
 Tom Fish
 (Jen Hill)
Facilitator: Steve Tucker

Breakout Room 2:

Deb Matsumoto
 Whitney McCallum
 Sonya Roberts
 Mandi Youssef
 Kelsea Doucet
 Avy Bartlett
 Greg Schneberger
 Davlyn Wholley

Facilitator: Amy Hinds

Breakout Room 3:

Tara Columb
 Jim Carmody
 Kevin Bisson
 Susan OH
 Karen Muthersbaugh
 Barbara Chapman
 Stephanie Court
 Leah Stivali
 Rebecca Noe

Facilitator: Mckenzie HB

Breakout Room 4:

Jane Connelly
 Rebecca Sims
 Abby Ball
 Cathy Baylus
 Taylor Jenkins
 Deb Williams
 Meya Minor
 Aaron Bourassa
 Alexis Mooney
 Olivia McCarthy
 Paula Phelps
Facilitator: Alison Bryant

Breakout Room 5:

Shannon Siegler
 Stephanie Atherton
 Carrie Duhamel
 Greg Lounsbury
 Jessica Rominger
 Stephanie Waldron
 Brittany Hilliard
 Katie Whitney
 Dawn Emond

Facilitator: Chrigus B.

Breakout Room 6:

Lindsay Middleton
 Lauren Krainchich
 Derek Pabst
 Leanne Keller
 Jayme Duggan
 Aja Montague
 Josh Emond
 Christine Gingerella

Facilitator: Melissa Pacini

Breakout Room 7:

Nate Wotton
 Sharon Frick
 Joey DiTommaso
 Lindsay Poulin
 Anita Fair
 Carolyn Muniz
 Angela Vaillancourt
 Dani Janos

Facilitator: Jen Sottak/Anna

LHS Breakout Rooms

Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Howe	O'Donnell	Price	Trimble	Witham	Elliason
Hurley	Paul	Reiner	Young	Brady	Rich
Hinds	Harriman	Krivitsky	LoPardo	S. McDonough	Shepard
Monterose	Ball	C. McDonough	Myers	Ashworth	Colquhoun
Whartenby	Wheaton	Adolfsson	Clattenburg	Colby	Cook
Labbe	Winter	Gardner	S. Leavitt-Carlson	Mwingira	Roberts
Paronto	Abraham	Baker	Bolduc	Conrad	Crockford
Aldrich	Hamill	Lacroix	Rodrigue	Schofield	Tivey
Pert	Brody	Clary	Diggins	Martin	Nudd-Homeyer
Stivali	Riendeau	Schneeweiss	Schofield	Dea	Reed
Lori Baldwin	Bean	Finch	Greenfield	Gibbs	Stefanik
Brianna Beaupre	Nancy Borski	Sanborn	Greenbaum	Susan Rhodes	Kathy Smith
Sharon Bickford	Pat Calabrese	Laronda Clark-Patten	Laura Medeiros	Rodney Roy	Donna Stivali
Marianne Tarling	April Casa	Samantha Hicks	Jeff Monier	Tracy Schultz	Monique Swormstedt
Sleeper	Nason	BettyAnne Holloran	Chris Rhatigan	Brenda Walker	Robdau
Warrender				de la Vergne	
Facilitator: Mollie Greeley	Facilitator: Ivy Leavitt-Carlson	Facilitator: Rob Bennett	Facilitator: Dave Bartlett	Facilitator: Craig Kozens	Facilitator: Tracy Nudd-Homeyer

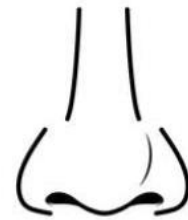
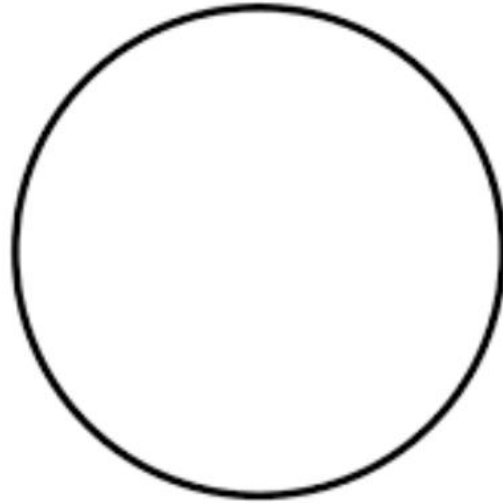
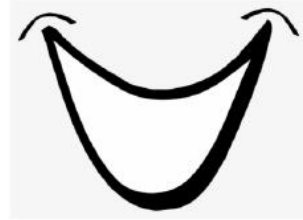
Survey Results: Group Discussion Report Out

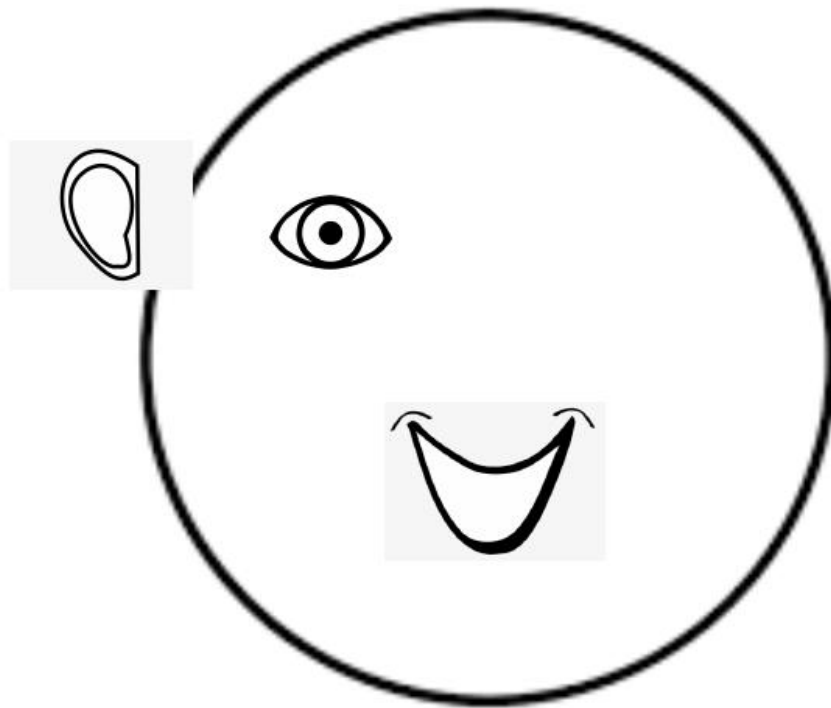
30 seconds or less!

ACTIVITY

How Complete is our Understanding of Race?

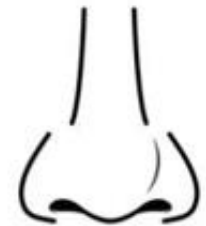
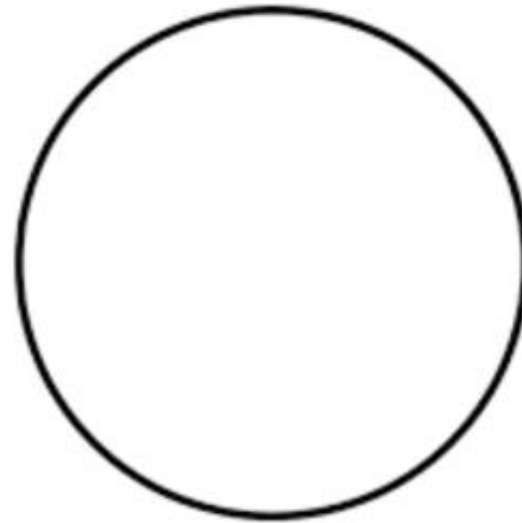
- On a piece of paper, please draw a circle (it is going to be a face) that takes up the whole paper.
- I am going to read 8 statements. If you can answer “Yes” to the statement please add a body part to your face (an eye, ear, nose, mouth).
- If you answer “No” to the statement don’t do anything.





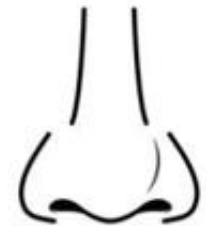
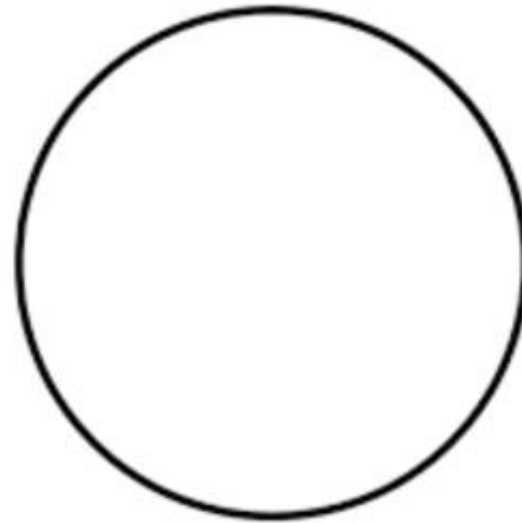
Statement #1:

At least one member of my immediate family (parents, siblings, grandparents) is from a racial/ethnic group other than my own.



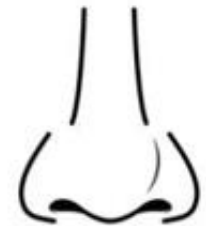
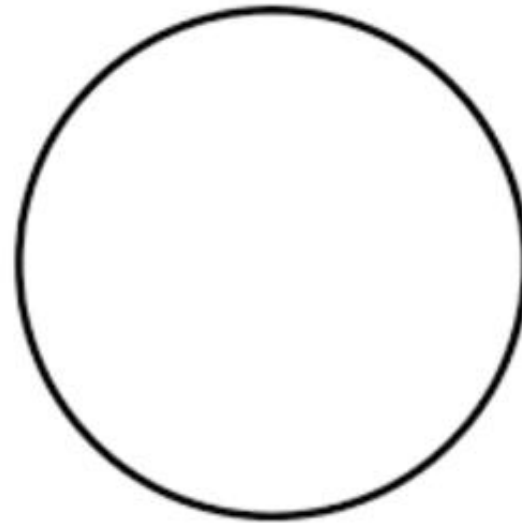
Statement #2:

At least one family in the neighborhood of my childhood home (one of about 10 homes) was of a racial/ethnic group other than my own.



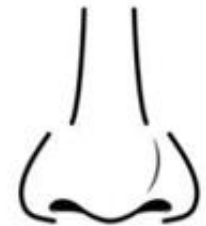
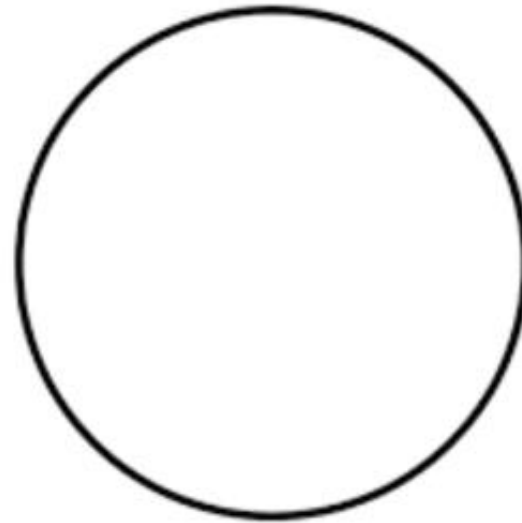
Statement #3:

At least one of my close childhood friends was from a racial/ethnic group other than my own.



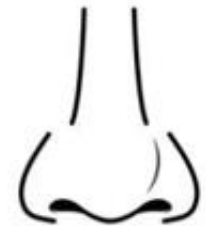
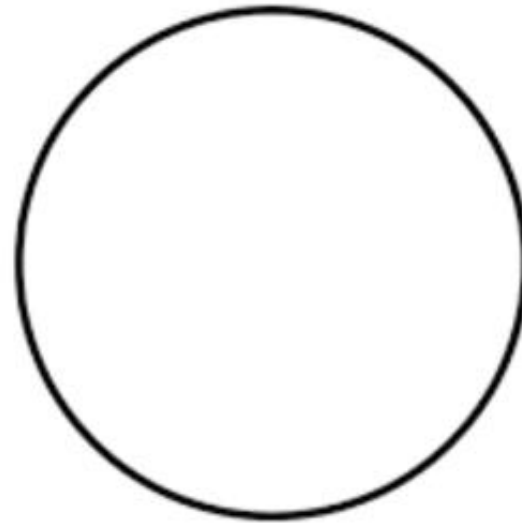
Statement #4:

The religious group, synagogue, mosque or church I attended was racially mixed (at least 20 percent of the members were of a racial group other than my own). Least one member of my immediate family (parents, siblings, grandparents) is from a racial/ethnic group other than my own.



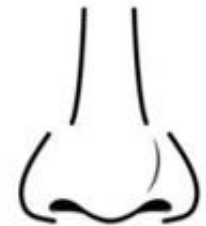
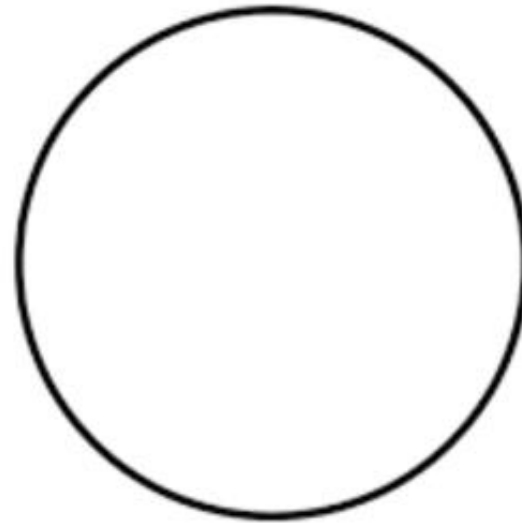
Statement #5:

The schools I attended, K-12, were racially mixed (at least 20 percent of the student body were from a racial group or groups other than my own).



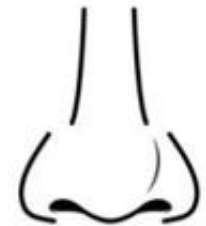
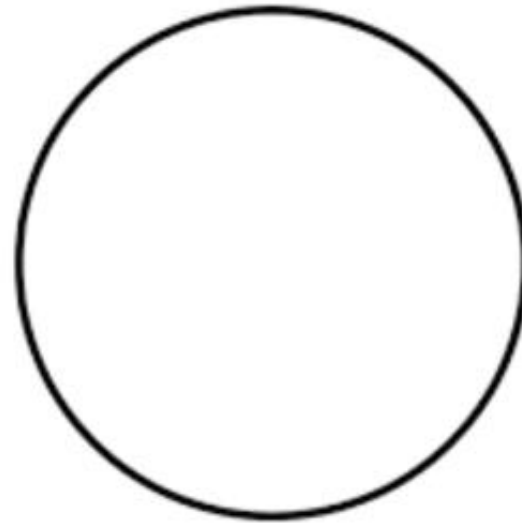
Statement #6:

At least one of my school teachers, or coaches was of a racial/ethnic group other than my own.



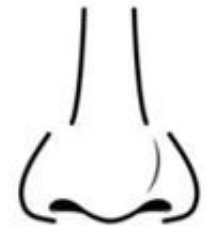
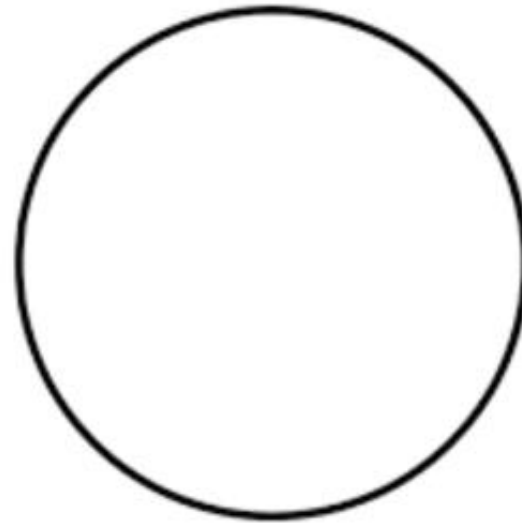
Statement #7:

I grew up in a home where I NEVER heard my parents or siblings say a negative word about groups of people by race or ethnicity.



Statement #8:

Of the friends my parent(s) socialized with and regularly invited to our home, at least one was from a racial/ethnic group other than their own.



ESS		
<u>Breakout Room 1:</u> Staff Last Names A -G Facilitator: Tara Beauchemin	<u>Breakout Room 2:</u> Staff Last Names H-P Facilitator: McKenzie H-B	<u>Breakout Room 3:</u> Staff Last Names Q- Z Facilitator: Lisa Holiday
PSS		
<u>Breakout Room 4:</u> Staff Last Names A - G Facilitator: Dave Levesque	<u>Breakout Room 5:</u> Staff Last Names H - P Facilitator: Anne Barach	<u>Breakout Room 6:</u> Staff Last Names Q - Z Facilitator: Jamie Walters
WHS		
<u>Breakout Room 7:</u> Staff Last Names A - E Facilitator: Eric Johnson	<u>Breakout Room 8:</u> Staff Last Names F- J Facilitator: Andrea Faller	<u>Breakout Room 9:</u> Staff Last Names K-O Facilitator: Rachele Cote
<u>Breakout Room 10:</u> Staff Last Names P-R Facilitator: Steve Tucker	<u>Breakout Room 11:</u> Staff Last Names S - Z Facilitator: Amy Hinds	

LMS

<p><u>Breakout Room 1:</u> Nick Resca Deb Tivey Ann Peterson Joanna Bergman Jonathan Sandlin Paula Medeiros Parker Minor (Devin Calkins) Tom Fish (Jen Hill) Facilitator: Steve Tucker</p>	<p><u>Breakout Room 2:</u> Deb Matsumoto Whitney McCallum Sonya Roberts Mandi Youssef Kelsea Doucet Avy Bartlett Greg Schneberger Davlyn Wholley Facilitator: Amy Hinds</p>	<p><u>Breakout Room 3:</u> Tara Columb Jim Carmody Kevin Bisson Susan OH Karen Muthersbaugh Barbara Chapman Stephanie Court Leah Stivali Rebecca Noe Facilitator: Mckenzie HB</p>
<p><u>Breakout Room 4:</u> Jane Connelly Rebecca Sims Abby Ball Cathy Baylus Taylor Jenkins Deb Williams Meya Minor Aaron Bourassa Alexis Mooney Olivia McCarthy Paula Phelps Facilitator: Alison Bryant</p>	<p><u>Breakout Room 5:</u> Shannon Siegler Stephanie Atherton Carrie Duhamel Greg Lounsbury Jessica Rominger Stephanie Waldron Brittany Hilliard Katie Whitney Dawn Emond Facilitator: Chrigus B.</p>	<p><u>Breakout Room 6:</u> Lindsay Middleton Lauren Krainchich Derek Pabst Leanne Keller Jayme Duggan Aja Montague Josh Emond Christine Gingerella Facilitator: Melissa Pacini</p>
<p><u>Breakout Room 7:</u> Nate Wotton Sharon Frick Joey DiTommaso Lindsay Poulin Anita Fair Carolyn Muniz Angela Vaillancourt Dani Janos Facilitator: Jen Sottak/Anna</p>		

LHS Breakout Rooms

Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Howe	O'Donnell	Price	Trimble	Witham	Elliason
Hurley	Paul	Reiner	Young	Brady	Rich
Hinds	Harriman	Krivitsky	LoPardo	S. McDonough	Shepard
Monterose	Ball	C. McDonough	Myers	Ashworth	Colquhoun
Whartenby	Wheaton	Adolfsson	Clattenburg	Colby	Cook
Labbe	Winter	Gardner	S. Leavitt-Carlson	Mwingira	Roberts
Paronto	Abraham	Baker	Bolduc	Conrad	Crockford
Aldrich	Hamill	Lacroix	Rodrigue	Schofield	Tivey
Pert	Brody	Clary	Diggins	Martin	Nudd-Homeyer
Stivali	Riendeau	Schneeweiss	Schofield	Dea	Reed
Lori Baldwin	Bean	Finch	Greenfield	Gibbs	Stefanik
Brianna Beaupre	Nancy Borski	Sanborn	Greenbaum	Susan Rhodes	Kathy Smith
Sharon Bickford	Pat Calabrese	Laronda Clark-Patten	Laura Medeiros	Rodney Roy	Donna Stivali
Marianne Tarling	April Casa	Samantha Hicks	Jeff Monier	Tracy Schultz	Monique Swormstedt
Sleeper	Nason	BettyAnne Holloran	Chris Rhatigan	Brenda Walker	Robdau
Warrender				de la Vergne	
Facilitator: Mollie Greeley	Facilitator: Ivy Leavitt-Carlson	Facilitator: Rob Bennett	Facilitator: Dave Bartlett	Facilitator: Craig Kozens	Facilitator: Tracy Nudd-Homeyer

Discussion Questions

- What does this activity reveal about your understanding of race?
- Where have/do you learn about race and people of a different race than you?
- What might you not know about people who are of a different race than yourself?

Activity: Group Discussion Report Out

30 seconds or less!



What is Race?

Definition of Race

Race is a powerful social category forged historically through oppression, slavery, and conquest. Most geneticists agree that racial taxonomies at the DNA level are invalid. Genetic differences within any designated racial group are often greater than differences between racial groups. Most genetic markers do not differ sufficiently by race to be useful in medical research (Duster, 2009; Cosmides, 2003)

Walter White - Head of the NAACP 1929 to 1955

"I am a Negro. My skin is white, my eyes are blue, my hair is blond. The traits of my race are nowhere visible upon me."



SKIN DEEP:
THE SCIENCE
OF RACE

DAWN OF
THE WHITE
MINORITY

US AND THEM:
WHY WE
DIVIDE

DRIVING
WHILE
BLACK

SPECIAL ISSUE

NATIONAL
GEOGRAPHIC



Black and White

These twin sisters make us rethink
everything we know about race

Race is a Social Construct

THESE TWINS SHOW THAT RACE
IS A SOCIAL CONSTRUCT
([NATIONALGEOGRAPHIC.COM](https://www.nationalgeographic.com))

Take Aways

- ❑ There is more genetic diversity within races than between races.
- ❑ Race was used to justify slavery.
- ❑ Our understanding of race, and what defines race, has constantly changed.

Uncomfortable
Conversations
with a Black
Man

[White Allergies? - Uncomfortable
Conversations with a Black Man -
Ep. 2 w/ Matthew McConaughey -
YouTube](#)

Office of School
Wellness Website

<https://laconiaschoolwellness.weebly.com/>

It's Okay to Talk About Race

*Resources for Educators,
Families and Students*

Click here



INCLUSIVE TO EXPANSIVE *LGBTQ Resources*



Office of School Wellness

What is SOGIE?



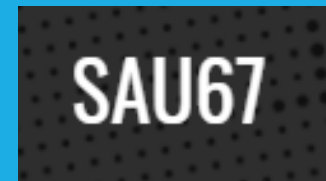
SOGIE is an acronym that stands for Sexual Orientation, Gender Identity, and Gender Expression. EVERYBODY has one!

[SOGIE RESOURCES](#)

Suggested Reading



[Becoming Nicole](#)
[This Is How It Always Is](#)
[Gender Born, Gender Made](#)
[Identity Safe Classrooms](#)



Sources