

**The Deep Equity Process:  
Working Together for Inclusion, Equity, and Excellence**  
Plymouth-Canton Community Schools  
School Teams Session with Gary Howard  
Day 1: February 12, 2015

**Morning Session:**

**Opening Comments**

School District Intentions and Introduction

[2-6] Overview of the Deep Equity Purpose and Key Concepts (p. 22)

[7&9] Phases of the Work and "The 3 Minds" (p. 23)

**Introduction to Phase 1: Tone And Trust**

[10-11] Working Agreements p. 30)

[12-13] Questions to Consider (p. 33)

**Introduction to Phase 2: Personal Culture and Personal Journey**

[21-22] The Culture Toss Activity (p. 62)

[25] Definition of Cultural Competence (p. 68)

**Break**

**Role Models for Cultural Competence**

[16] ¿Quiénes Somos? Activity (p. 43) (SVC #9)

Cultural Competence Behaviors and Qualities

**Cultural Competence Action Research**

[38] Personal Growth Plan (p. 83)

**Lunch**

**Afternoon Session:**

**Keeping It Real in the Classroom**

The Youth Equity Stewardship (YESS!) Process

**Making the Connection to Personal Culture**

[14-15] Cultural Bingo (p. 37)

[31-32] "I Am From" Activity (p. 73) (SVCs #7 and 8 or Anoka 1)

**Break**

**Team Discussion and Planning**

[17] Tone and Trust Assessment (p. 47)

**Online Access to Handouts:**

[www.corwin.com/guidetoequity/](http://www.corwin.com/guidetoequity/)

**Commented [1]:**  
Have title slide up

**Commented [2]:**  
Have a key district person set the tone and make the case.

**Commented [3]:**  
Show the 1st 3 minutes of the Orientation video followed by 2 minute pair and share

**Commented [4]:**  
Use Lenses of Difference here if you have time [23-24] emphasizing the range of differences and intersectionality.  
  
Make the case against colorblindness [26]

**Commented [GH5]:** This is one of their homework tasks for the next gathering.

**Commented [6]:**  
Show Anoka short #1 followed by pair and share. Hand out YESS? Info. Describe the YESS! work that is happening in the district (if it is).

**Commented [7]:**  
Delete Bingo if time is tight

**Commented [8]:**  
Use at least one video to show teacher and student examples of I Am From Poems.

Password: Courageous

**Overview of the Day**

[39] Personal Reflections and Actions

**Adjourn**

**Commented [9]:**  
Not in manual. End of Phase 2 in Workbook. They fill it out at the end of Day 1 and use it as a check-in on Day 2.