

# December 1st, 2022

# COREN Coordinating Body

*Please grab some food, make yourself a name plate, and be ready to start by 4:40*



# Agenda

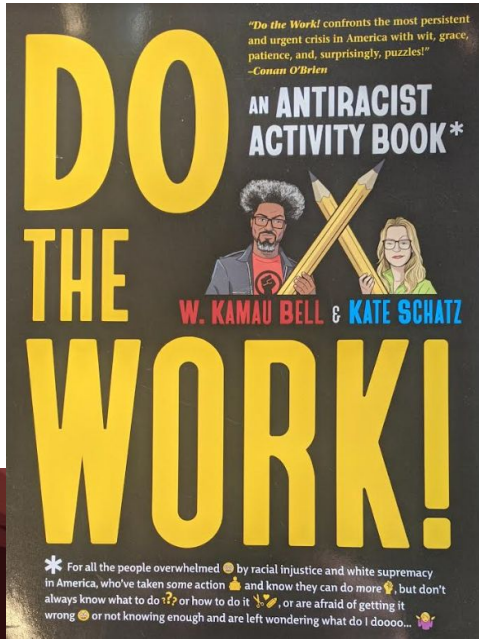
- 1) Welcome Activity
- 2) Land Acknowledgement
- 3) Norms Revision
- 4) Proposal Voting
- 5) Voices Report Follow Up
- 6) Driver Diagram Revision
- 7) Equity Learning with Gordon
- 8) Wrap Up



# Introductions and Norms

Please make sure to find your name tent and introduce yourself:

- Name & pronouns and your organization



Please say hello to  
our new members:  
Shawna Smith  
Kim Brown  
Diane Murray  
Ryan Kelling  
Kristin Henry



# Land Acknowledgement

We would like to acknowledge that these beautiful lands are the original homelands of the Wasq'u (Wasco) and Wana Łama (Warm Springs) people. The Wasq'u (Wasco) and Wana Łama (Warm Springs) people ceded nearly 10 million acres of this land in the treaty of middle Oregon in 1855 while retaining regular and customary hunting, fishing, and gathering rights. The Tribes inhabited this area seasonally and clearly established their presence here. As a result of the treaty of 1855, the Warm Springs Indian Reservation was created. In 1879 the Northern Paiute people were moved to the Warm Springs Reservation. The three distinct tribes became known as the Confederated Tribes of Warm Springs. It is also important to note that although the Klamath Tribes did not inhabit this area, the Klamath Trail ran north and south through this region to the great Celilo Falls trading grounds. We acknowledge and thank the original stewards of this land. It is our hope that our guests continue to honor and care for the land that we hold dear to us.



Visit: <https://native-land.ca/>



## Current Norms

- Taking/sharing space
- Equity of Voice – Actively ensure everyone has voice --

- Follow through with actions – Share workload
- Personal Responsibility
- Knowing our work – Planned Objectives – Shared Vision

- Engaged – Participate actively; Respond to questions and provide ideas.
- Asking Clarifying questions

- Risk Taking
- Willing to bring up difficult topics \*knowing that people understand intentions are genuine and best in spirit
- Safety to share – Vulnerable – Courageous with Voice

- Open to ideas to grow – New and different perspective
- Listening to understand (not just to respond)
- Honesty
- Honoring different ways of knowing and experiencing



## Revised Norms

- 1. Be accountable for your role in the larger group by knowing and actively contributing to COREN objectives.**
- 2. Actively ensure that everyone has voice by taking and sharing space.**
- 3. Actively engage with an open heart, mind, and perspective.**
- 4. Open to others' truth, and courageous with my own.**



# CCSD Proposal Vote

- No vote tonight: yay for learning from our process!
- Concerns raised
- Ideas for books?



# Voices – COREN's Educator Retention Report



- 1) What are the top themes from the Voices report?
- 2) Based on those themes, what questions would you ask next to understand the “why” behind the data? What are you curious about?
- 3) How can we use this data to inform revisions to the COREN Driver Diagram?





# Driver Diagram Revision Process



1. Conduct focus groups
2. Read data/research
3. Construct draft
4. Get feedback
5. Finalize – write and present REN plan!



# CB Focus Group

## Beliefs/Drivers

- 1) Equitable hiring practices and policies
- 2) Support all educators through sustained learning that is equity-centered, culturally responsive, and initiated through teacher feedback
- 3) Support educators in creating and maintaining a welcoming, inclusive, and safe learning environment
- 4) Utilize mutually beneficial community partnerships

## Questions:

- What general outcomes are most important to you?
- How do these goals align to your SD/organization programs?
- Do you agree or disagree with COREN making these programs a priority?
- Where are you/your group/your organization ready to engage in this work?



# Take 5



# Equity Learning Overview

Equity Definitions-discussion

Equity Goals and Topics-discussion

Courageous Conversations-Introduction



# DEI Definitions

**Diversity** - Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Equity** – The process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive.

**Equality**- Treating everyone the same and giving everyone access to the same opportunities. It means each individual or group of people is given the same resources or opportunities.

**Inclusion**- Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.

**Bias (Prejudice)** – A conscious or unconscious inclination or preference, especially one that interferes with impartial judgment. A form of prejudice that results from the universal tendency and need of individuals to classify others into categories and to support within categories in which one sits.



# DEI Definitions

**Discrimination** – An action based on bias. The unequal and unfair treatment of individuals or groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, intellectual or mental abilities and other categories that may result in differences. It also describes the act of making unjustified distinctions between certain social or racial groups or classes.

**Stereotype** – A form of generalization rooted in blanket beliefs and false assumptions, a product of categorization processes that can result in a prejudiced attitude, uncritical judgment and intentional or unintentional discrimination. Stereotypes are typically negative and based on little information that does not recognize individualism and personal agency.

**Intersectionality** – The intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation or gender identity, which result in unique experiences, opportunities, barriers or social inequality.

**Systemic Racism**-Systemic racialization describes a dynamic system that produces and replicates racial ideologies, identities and inequities. Systemic racialization is the well-institutionalized pattern of discrimination that cuts across major political, economic and social organizations in a society.



# Equity Goals and Topics

What are our goals as a coordinating body?

What topics would we like to explore?



# Courageous Conversations

## Pre K-12 Systemic Transformation Framework Strands

1. Students at the Center
2. Leadership
3. Learning and Teaching
4. Family and Community Engagement and Empowerment

[Courageous New Zealand](#)





# Courageous Conversations

## Four Agreements

- Stay Engaged
- Experience Discomfort
- Speak Your truth
- Expect/Accept Non-Closure



# Courageous Conversations

## Six Conditions

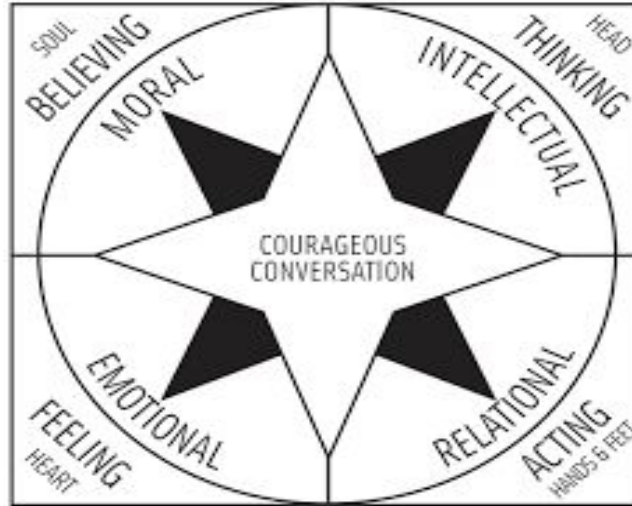
- Focus on personal, local and immediate
- Isolate Race
- Normalize social construction and multiple perspectives
- Monitor agreements and conditions and establish parameters
- Use a “working definition” of race
- Examine the presence and role of whiteness



# Courageous Conversations

## Compass

- Believing
- Thinking
- Acting
- Feeling



# Wrap Up

## HOMEWORK:

1. Complete the exit ticket
2. Grab food!
3. Homework?

Upcoming CB meetings:  
1/5/22: BLS District Office – Bend



Thank You!

