



Mariemont Academy Day

February 14, 2020
Happy Valentine's Day

Mariemont's Journey...

Timeline

Work Smart. Create Experience. Embrace Growth



- Developed the District Global & Cultural Perspectives Committee

District Action Plan

The Engaged Student...is Globally Competent and understands other perspectives & cultures.

- Introduced the Cultural Proficiency Continuum

District Action Plan

Build an understanding of Global Competence & Culturally Responsive Practices

- Conducted a district-wide cultural needs assessment

District Action Plan

Develop the capacity of the staff using our Cultural Proficiency Continuum to bridge gaps and improve student engagement.

- Established Global & Cultural Perspectives Building Committees

District Action Plan

Further develop our staff to apply the tools of culturally proficient practices.

- Held Student & Staff, Focus Groups & Leadership Pilot Sessions

District Action Plan

Implement ongoing PD in Cultural Intelligence with administrators, the Global & Cultural Perspectives Committee and community representatives.

Vision & Ongoing Journey...

Build an **equitable, inclusive** and **responsive** learning community that **values** the dignity and uniqueness of all students, staff and members of the community.

What is Cultural Proficiency?

- Cultural Proficiency is anchored in the belief that a person must clearly understand one's own assumptions, beliefs, and values about people and cultures different from one's self in order to be effective in cross cultural situation.
- Cultural Proficiency is not a destination but, rather, a way of being. It is an ongoing and unfolding process as you learn about yourself.
- To be Culturally Proficient does not mean you know all there is to know about diversity. It means you are learning how to learn.

Why Cultural Proficiency?

- Schools are rapidly growing in cultural diversity.
- Culturally competent teachers are better equipped to serve diverse students and families.
- To increase respect and mutual understanding among all involved.
- To enhance creativity in problem-solving and spark innovation through new perspectives, ideas, and strategies
- To prepare students for the world after graduation.

Matters of the Heart



“Listening...requires not only open eyes and ears, but open hearts and minds. We do not really see through our eyes or hear through our ears, but through our beliefs... It is not easy, but it is the only way to learn what it might feel like to be someone else and the only way to start the dialogue.”

Welcome Katrice

I Live This Work

Katrice Quitter explains how small shifts in practice can have a big impact on school equity and inclusion.

In her work as an educational consultant, Katrice Quitter supports educators, schools, districts and nonprofit institutions. She describes her work as helping people envision what diversity, equity, inclusion and belonging practices look like in action by making a one-degree shift in what we do each day. “Beyond putting it in our mission and vision statements,” she asks, “what does it look like as we create and maintain spaces that are equitable and inclusive for everyone?”

Teaching Tolerance sat down with Quitter to learn more.



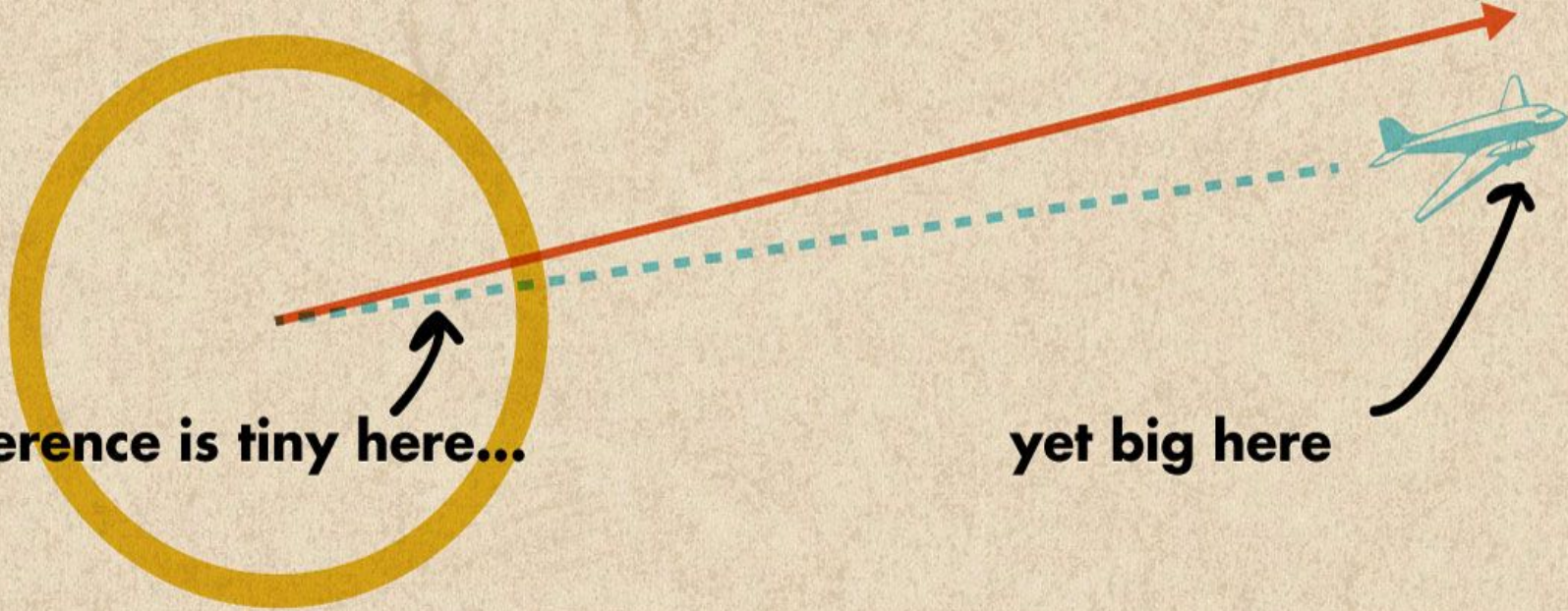
ETHOS

- Share your wisdom & truth
- Extend Care
- Lean into discomfort
- Own your learning & mistakes
- Engage in humble inquiry
- Expect & Accept Non-closure

“Culture is to humans
as water is to fish.”
-Dr. Wade Nobles



THE POWER OF A **ONE DEGREE** SHIFT



The difference is tiny here...

yet big here

“

VULNERABILITY IS NOT WINNING
OR LOSING; IT'S HAVING THE
COURAGE TO SHOW UP AND
BE SEEN WHEN WE HAVE NO
CONTROL OVER THE OUTCOME.
VULNERABILITY IS NOT
WEAKNESS; IT'S OUR GREATEST
MEASURE OF COURAGE.

“

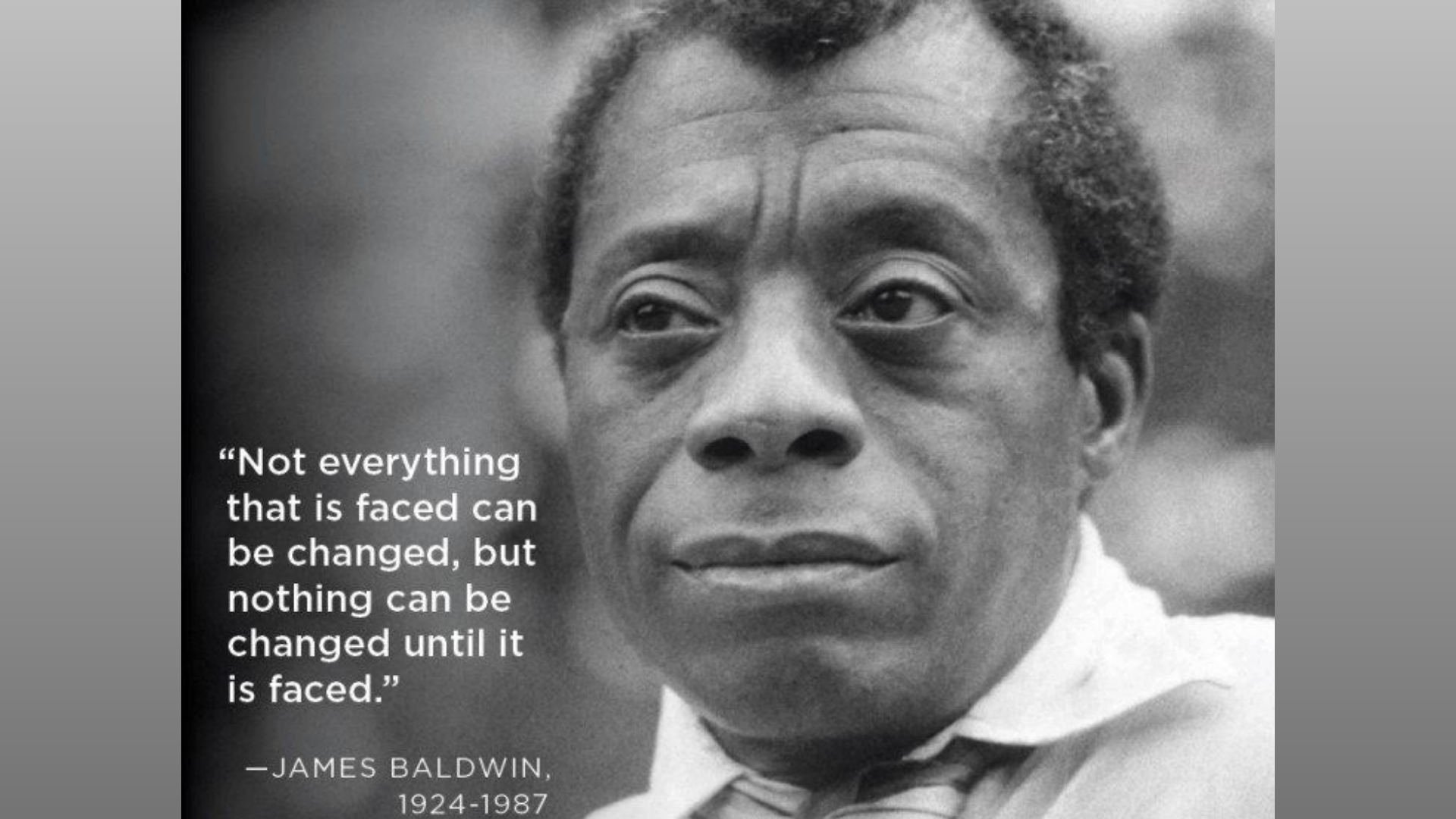
BRENÉ BROWN
RISING STRONG



START

“The concept of identity is a complex one, shaped by individual characteristics, family dynamics, historical factors, and social and political contexts. **Who am I?** The answer depends in large part on who the world around me says I am.”

-Beverly Daniel Tatum

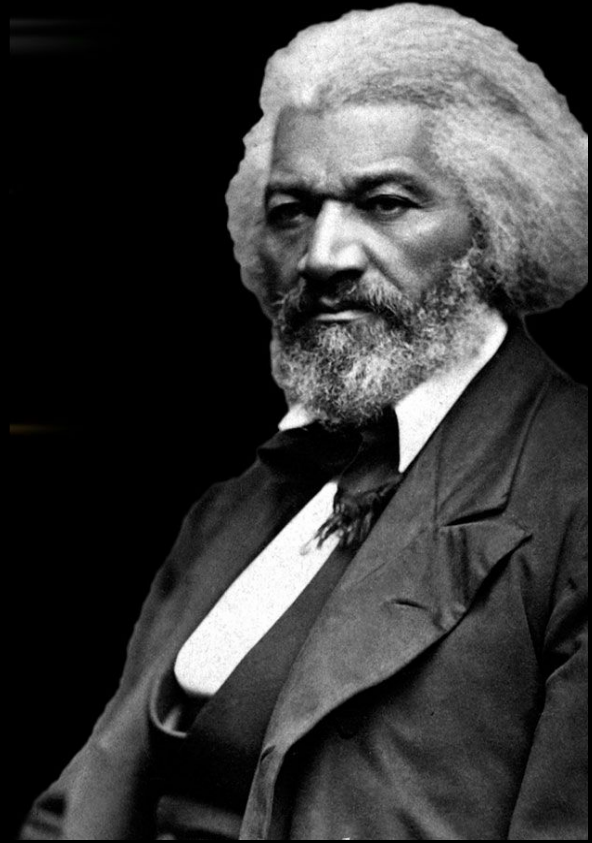
A black and white close-up portrait of James Baldwin. He is looking slightly upwards and to the left with a thoughtful expression. He has short, dark, curly hair and is wearing a light-colored collared shirt and a dark tie. The background is out of focus.

“Not everything
that is faced can
be changed, but
nothing can be
changed until it
is faced.”

—JAMES BALDWIN,
1924-1987

If there is no struggle, there is
no progress.

Frederick Douglass



Carpool

an arrangement between people to make a regular journey in a single vehicle, typically with each person taking turns to drive the others.

*A One Degree Shift is
all that is needed to
be a catalyst for
change.*

