

The Diversity, Inclusion and Belonging  
Conference held on September 29, 2018

***Co-Design Session – A Taster!***  
***Outcomes of the Process***

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# The Process

All of those attending the conference participated in this co-design exercise.

The group started with a case study and then with their table groups answer the question;

*What does a school that fosters whole, culturally affirmed children, families, and communities look like? What does it sound like? What does it feel like? How would you know?*

And then they drew or wrote their thoughts inside of their drawing of a school house. The results of their co-design efforts that day follow on these pages...

Inviting/welcoming  
families culturally

Multicultural  
Events w/Families

Interpretive  
Services, Family  
Lessons

Library language  
resources  
"Book Swap"

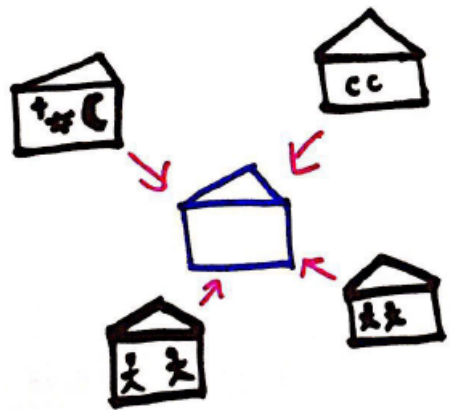
Diverse  
Staff

Volunteer Opportunities  
for Family Engagement

Diverse cultural  
curriculum

WELCOME!

¡BIENVENIDOS!

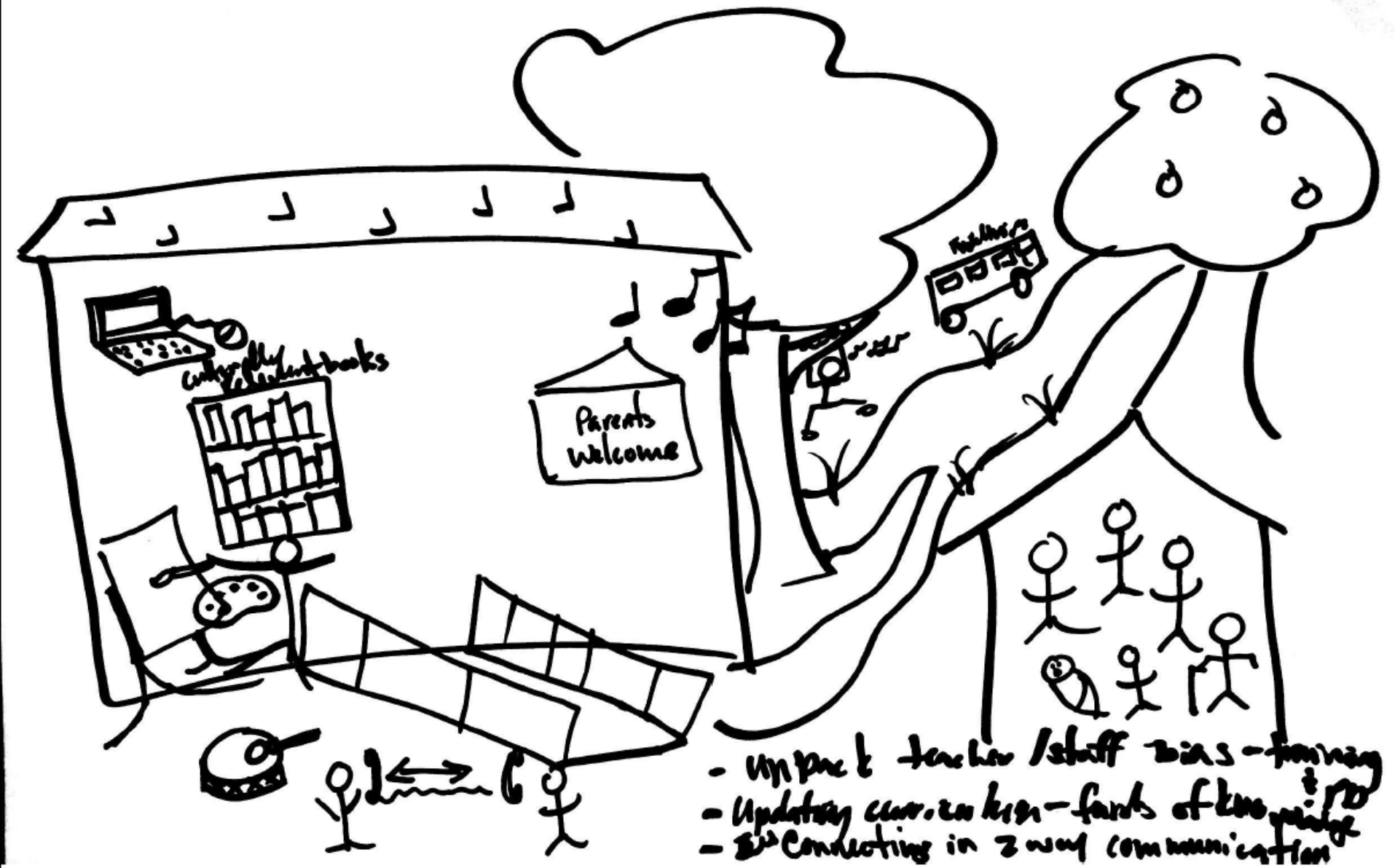


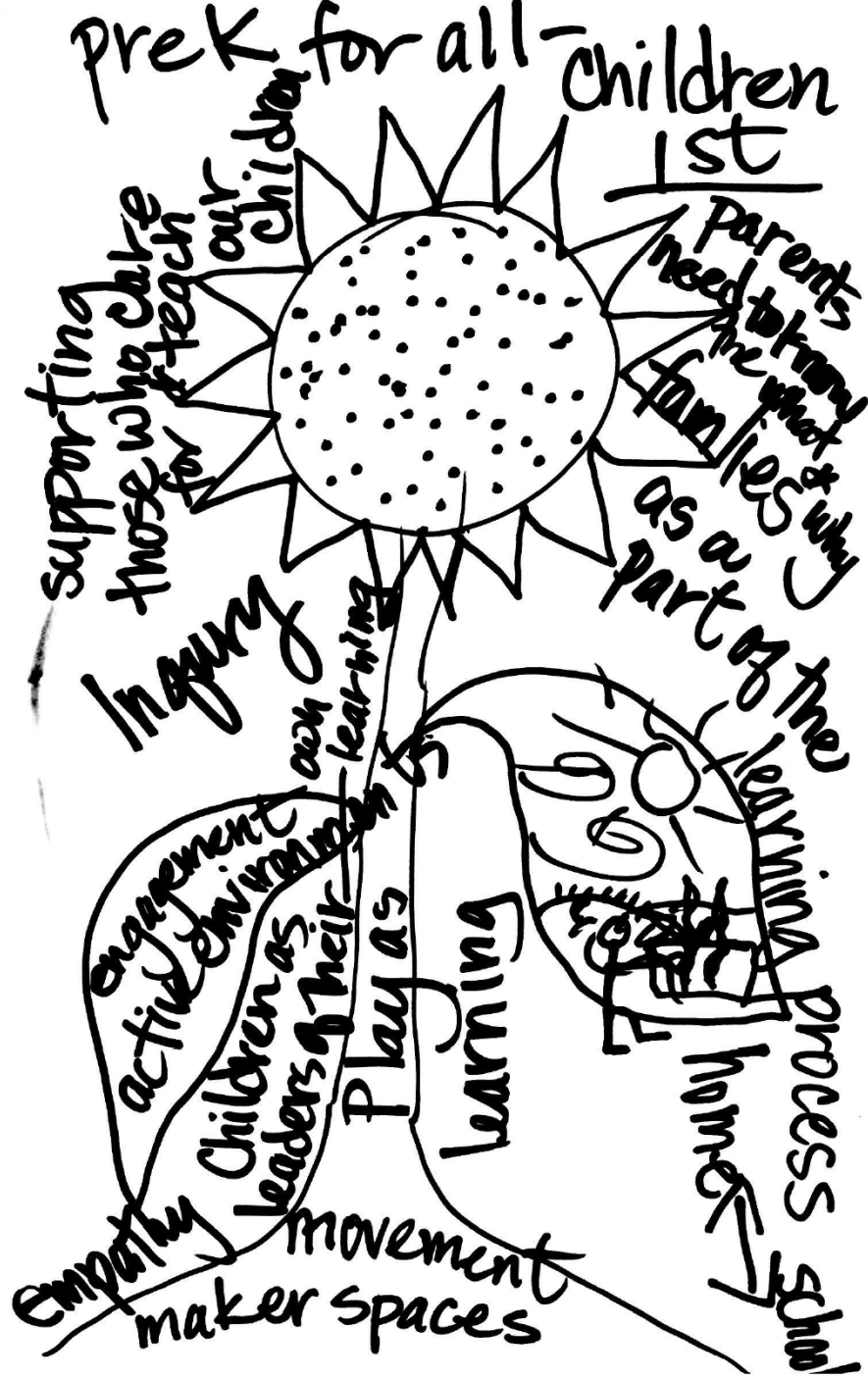
- collaborate
- Access
- Empower + validate

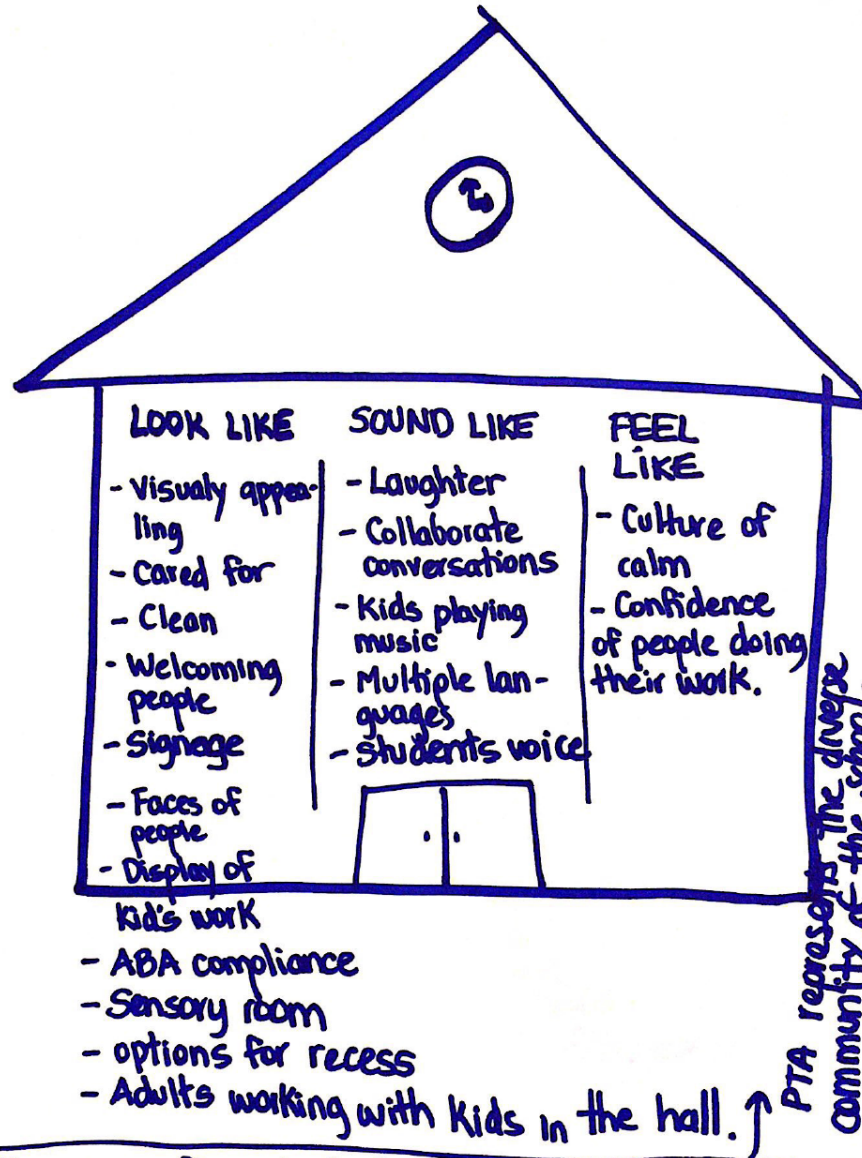


# Schools & Districts Must:

- 1) Hire leaders of color
  - 2) Build authentic relationships
  - 3) Celebrate diversity\*  
daily (not once a year  
@ Multi-cultural  
night)
- \* Say "hello" in  
different languages



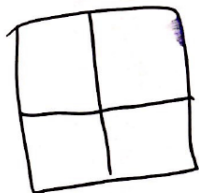




- Removing fees (school events & activities) yearbooks
- Having therapist in schools.
- Communicating in different languages
- Easy access.
- Training for parents on SEL

Learn from others.  
Open doors  
social justice.  
Take a step back and look at the problems.  
go in with a non-bias  
mind set.  
If something doesn't work change  
Bring a solution for and with  
all.  
listen to the kids

Kindness is free



Be uncomfortable



Admit the problem

Include student  
voices in design.

share story's

share success.  
involve parents in  
design.

fun  
Inspiring

"Share the work  
Share the problem"

give room to talk

understand strengths

Don't be blind Empathy

Be kind do no harm. Inclusion

Compassion

Safe

Do all thing with kindness

walks that say hello  
in different languages





Diverse  
Respected

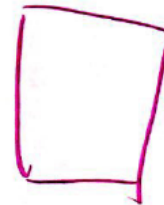
Curriculum changes  
to reflect different

Curriculum  
changes

Discipline  
Reform

Mental Health  
Services  
available @  
the school

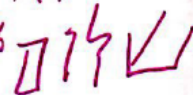
listening



歡迎

Doo Sporto xanobato

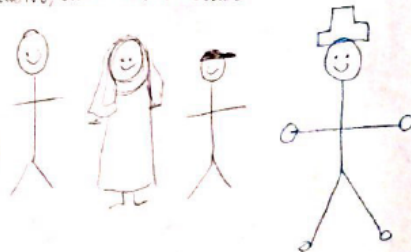
Karibu



Welcome Bienvenidos

ようこそ

inclusive, cultural dress codes

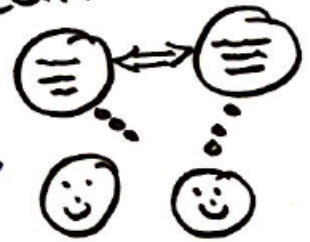


OPEN

Students, educators  
parents, community  
Learning here

① Empower  
Parent  
Voice &  
Action

② Practice &  
Implement  
Two-WAY  
Communication



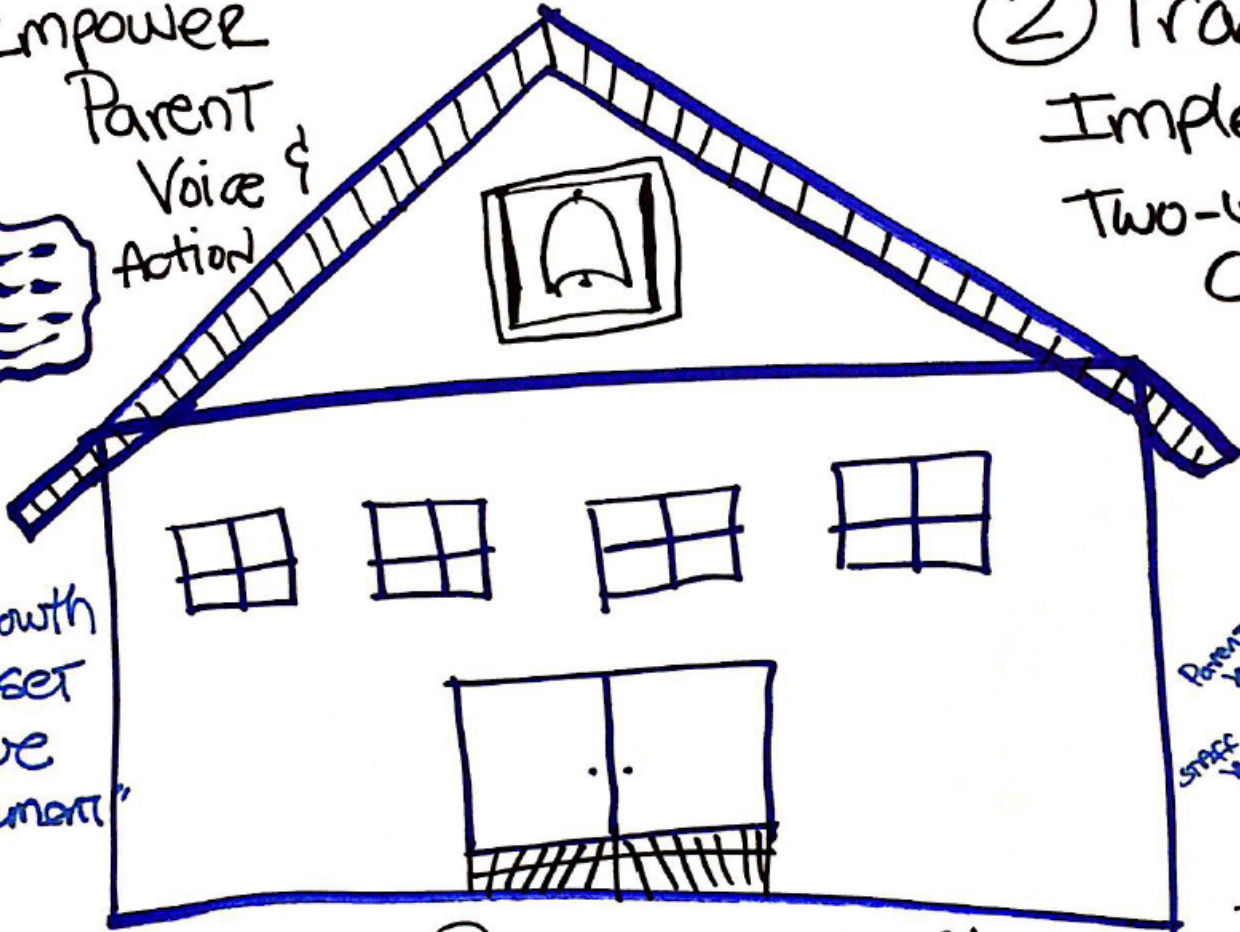
Parents → How the school  
system works!  
Staff → How to work w/  
Parents!



Provide  
PD  
staff &  
more

③ Provide Opportunities to  
Build relationships - Have  
honest conversations!

④ Growth  
Mindset  
in the  
"engagement"

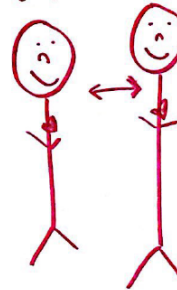


- ~~Train~~ train teachers.
- Properly centered
  - Student centered
  - Open house / study session with families

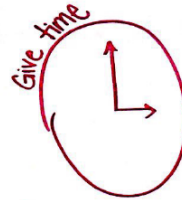


안녕하세요!  
Konbanwa!  
Sabaidee  
¡Hola!  
Hello!  
Bonjour!  
Ni hao!  
Sawadeeka!

Team Work  
2 way Conversations



Offering  
• Different  
ways to  
Communicate  
w/ families...



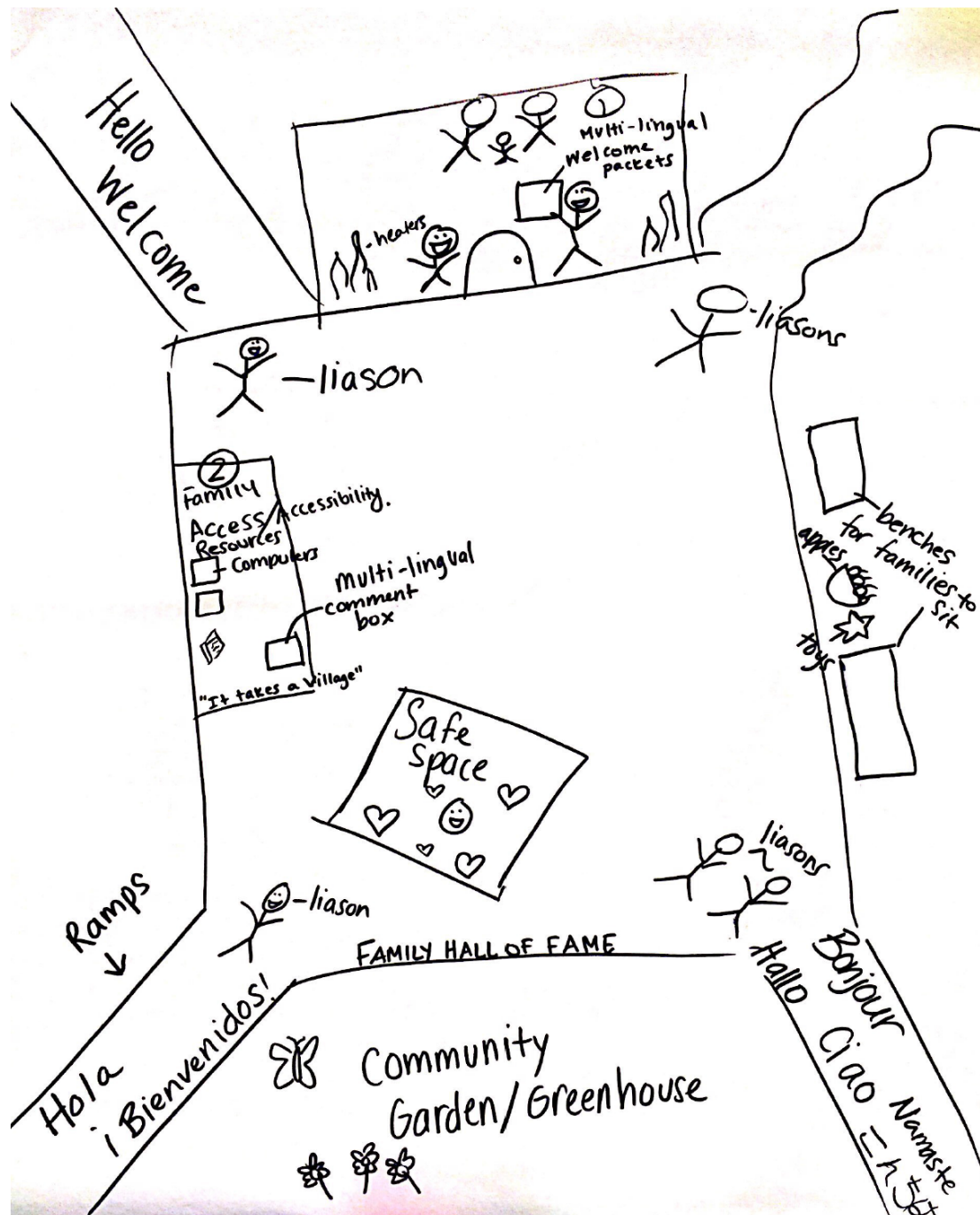
open  
door policies

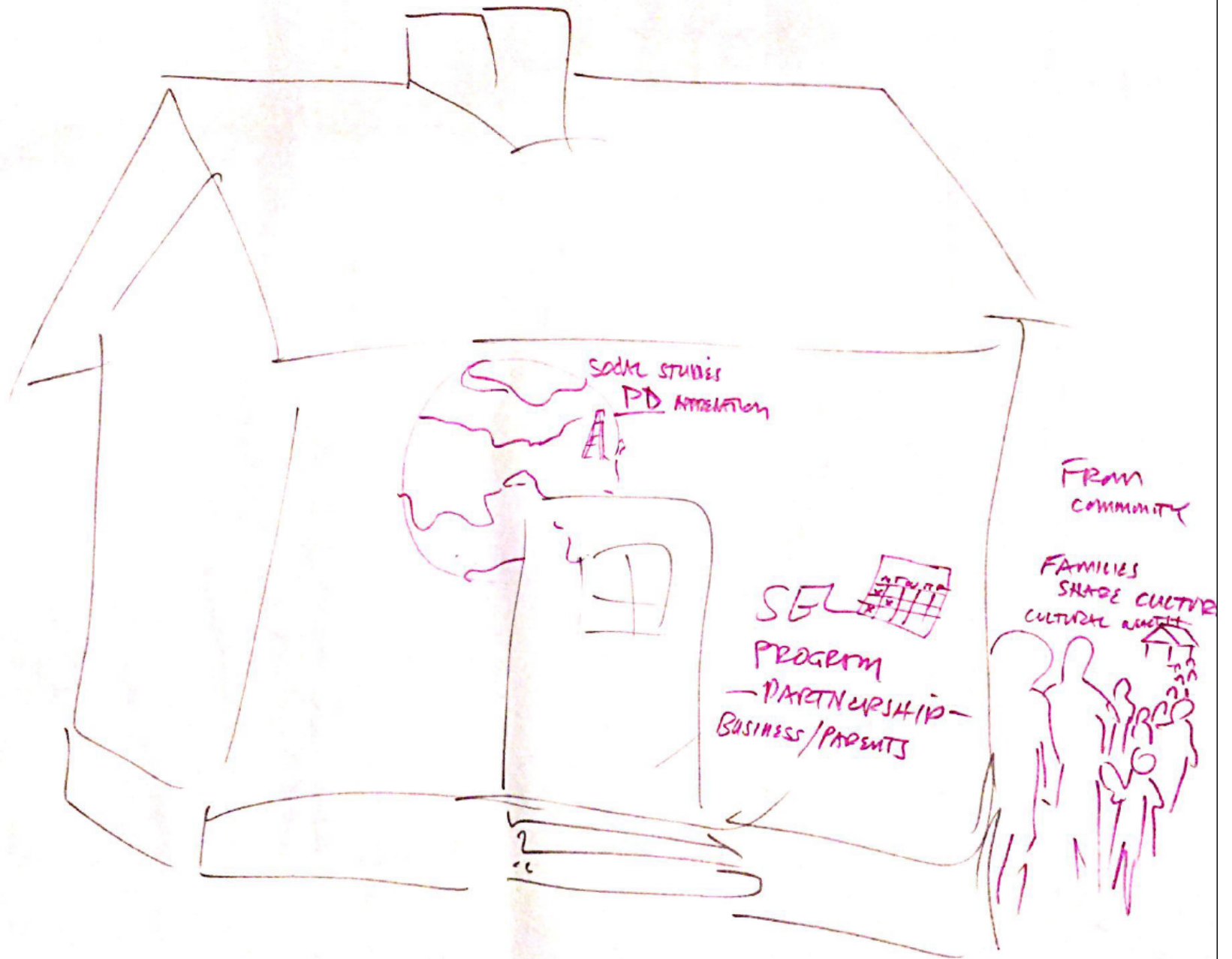


Open house / "Study Club"  
family sessions / classes

Engaging vs.  
informing







Values  
Interaction  
Trust



1

Have staff more  
integrated into the  
neighborhood where school  
is located.

3 Offer cultural Experiences  
♡

2 Utilizing parents as  
resources for the  
school

Walk in someone else's  
shoes

Cultural representation  
(artwork, books, etc)

Conversation circles  
in multiple languages

Offering opportunities  
for parent education





True  
Diversity

Listen w/  
a true desire  
to learn and  
understand.

Aggressively  
staffing  
appropriate  
Diversity



Inviting &  
Respecting  
Parent  
Contributions

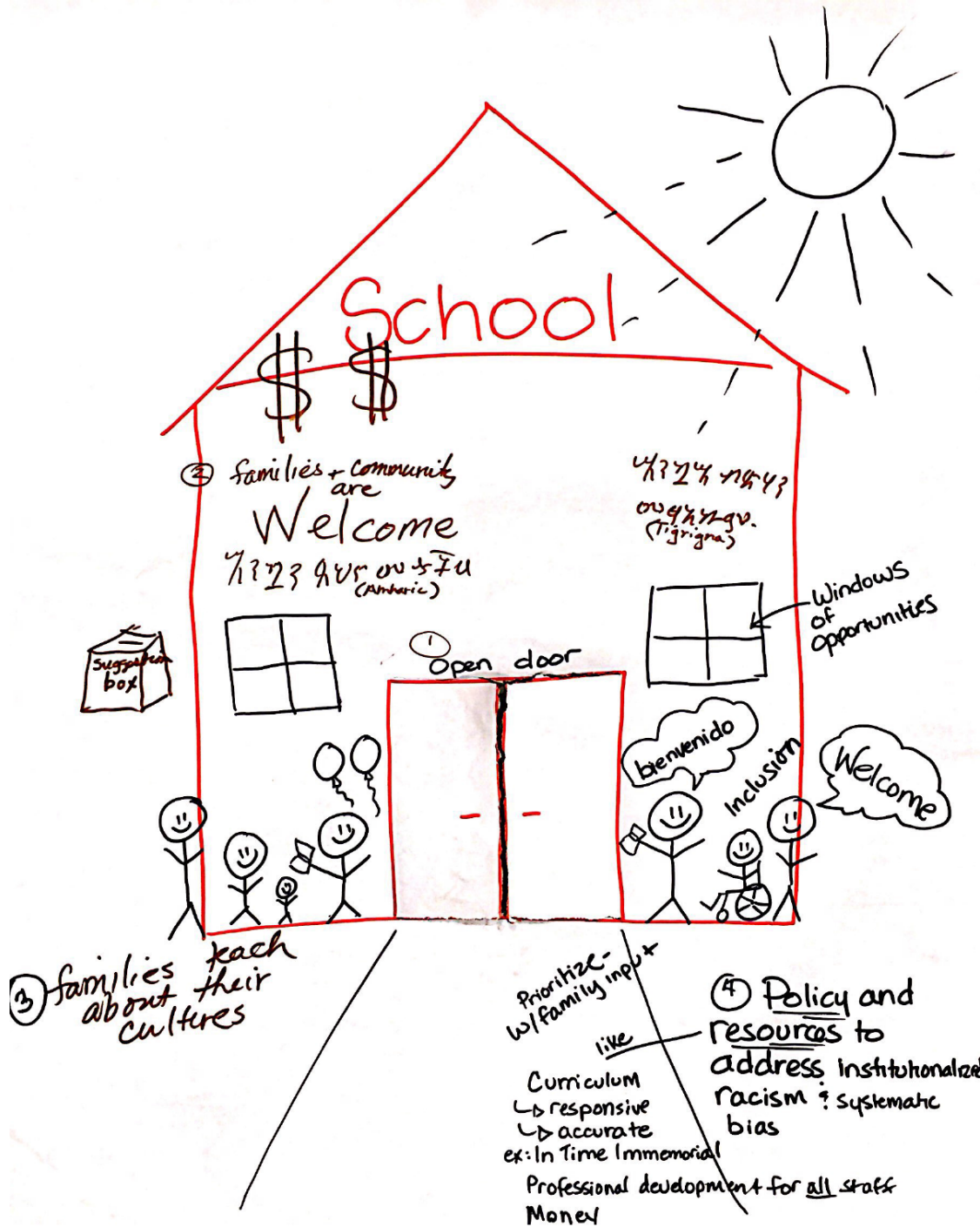


1. Hiring more  
- Teachers from  
different cultures
2. TEACH SEL training for  
everyone involve in the school

- Student loves school and loves  
to learn
- Experiential learning
- Parent communities (
- Open minden communities

3. ☐ ☐ - Social support
- ☐ ☐ - Establish a  
hispanic community

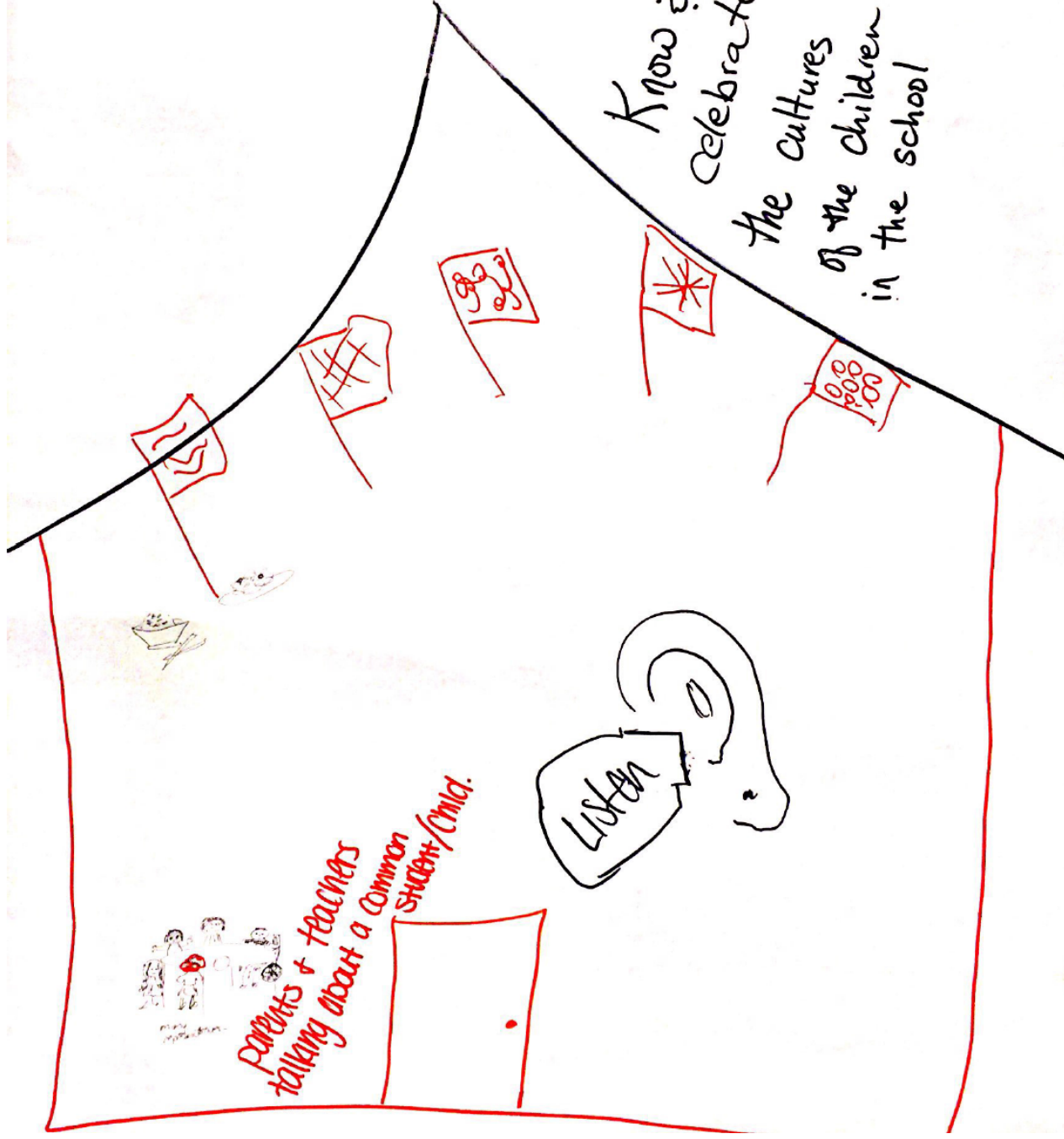




Know &  
Celebrate  
the cultures  
of the children  
in the school



Parents & Teachers  
talking about a common  
Student/Child.





# EXTENDED FAMILY

shared values

culturally sustaining practices by all staff

collaborative

"what do you want to learn about?"

Multilingual communication is honored

Parents/families  
teachers  
staff

everyone understands the system □





Compassionate  
stuff



families  
culture  
representation

arts  
music  
sports } for all  
students

Interpreters  
&  
Translations

→ listening  
→ follow-through

Teachers  
that look  
like students

Believe and  
honor parent as child's  
1st teacher.

Know them all  
students

Every parent/  
guest welcome/  
generosity.

Culturally  
responsive

Physically  
safe for all

use common  
sense

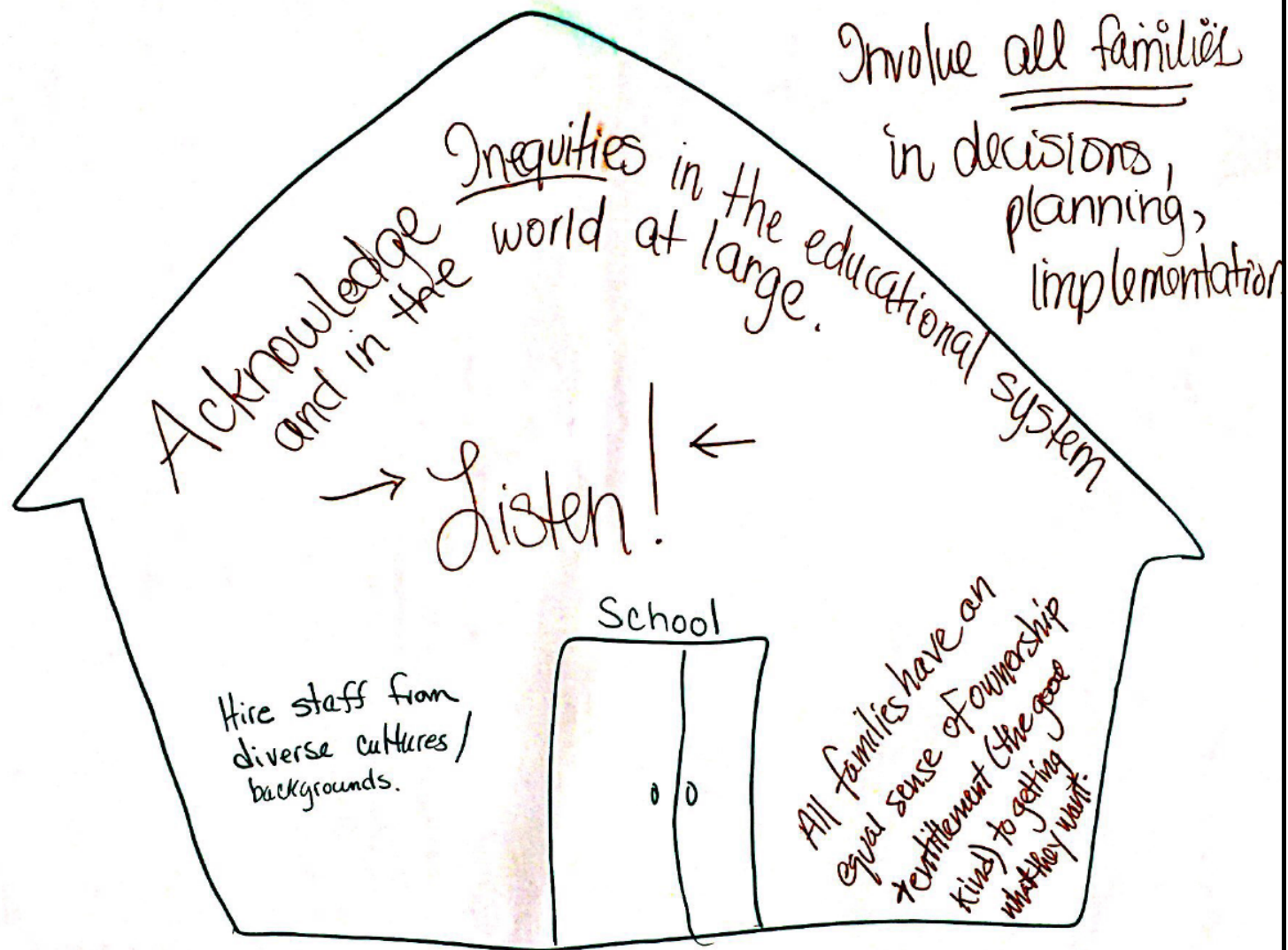
Value  
communication



pink line  
can break

original





Cultural elements infused in the school  
- language, values, etc.