

## Franklin-Randall Equitable Organizations Workshop

### Strategies Summary

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#### Overarching Themes

1. Build authentic relationships through dialogue, fun activities and events
2. Learn from and grow connections with other groups that seem to be doing the work
3. Implement trainings for leadership team, parents and volunteers around topics like cultural competence, implicit bias, and equity
4. Revise policies to be inclusive
5. Gather data about cultural climate
6. Use the data to create measurable goals to address disparities regarding inclusion.

#### All Responses

- Make powerpoints available for Franklin staff [bsrowe@madisonk12.wi.us](mailto:bsrowe@madisonk12.wi.us)

#### Build Relationships

- Sponsor dialogue to facilitate authentic dialogue and understanding among members of dominant and subordinate groups
- Create opportunities for members to connect more personally, as parents
- Add social component (maybe a dinner) with families seated by classroom, to curriculum night in fall
- Create meaningful dialogue among top leaders, members of subordinated groups and key allies
- Sponsor dialogue groups to facilitate understanding among members of dominant and subordinate groups
- Hold PTO meetings in the gym with childcare and pizza
- Informal parent opportunities (class picnics)
- Encourage non Hmong and Latino/a families to attend PEG picnics
- Explore PEG liaisons
- Explore community partnering to reach African American families
- Hold/ Move a PTO sponsored event to Hmong/ Latino/a community (ex Bayview)
- Explore opportunities for community building via classroom events
- Reevaluate school wide events
- Create meaningful opportunities for members of groups to meet/ network
- Create meaningful dialogue between PTO and PEG (framework already seems to be in place)
- Create meaningful opportunities for members of subordinated groups to meet/ connect
- Families all want to meet and eat outdoors. “room parent” to facilitate simple class events with no other intent

### Learn from other groups

- Stay current on efforts of peer institutions. Learn from other nonprofit organizations and PTOs who have done a good job with inclusive-ness
- Learn from other PTOs
- Reverse mentoring
- Develop productive networks with other community leaders

### Training

- Train all volunteers how to integrate diversity and inclusion into their day-to-day activities
- Offer training around cultural humility and implicit bias to parents. Change begins within
- Integrate cultural competencies and equity into all other training sessions
- Continue development and training of leadership team to increase depth of commitment and consistent demonstration of cultural competencies

### Policies

- Examine and revise policies
- Revise policies
- Identify and change PTO policies, mission statement and refine Equity and Inclusion Committee's role
- Gain commitment to this work from new Franklin Principle
- Assess barriers to inclusion with particular sensitivity to financial and logistical (time, transportation, location) barriers to inclusion.

### Data

- Act on survey results
- Establish and collect data on climate, and issues of inclusion
- Initial assessment.

### Inclusion plan

- Long-term inclusion strategy plan
- Diversity/inclusion plan with measurable strategies to meet goals
- Draft and adopt a diversity/inclusion statement for the FRPTO
- Develop long term inclusion plan with measures of success identified