



**DIVERSITY, EQUITY &  
INCLUSION  
COMPETENCY PROFESSIONAL  
DEVELOPMENT**

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# QUINCY PUBLIC SCHOOLS & VISIONS PARTNERSHIP

VISIONS Inc. & Quincy Public Schools began a partnership in 2016. This partnership was sparked by a desire by students and educators to have a more inclusive and positive school culture that celebrated differences, improved communication and understanding between students, staff and administrators across race, gender, culture and religion. The goal was and is to build a climate and culture that is resilient in the face of challenges of all kinds but in particular racism and bigotry through awareness, learning and skill building.

# WHAT DID WE DO?



Several Professional Development Sessions Led by VISIONS Inc. at each high school for all staff members

Classroom Lessons to Specialized Student Leadership Groups at each high school

Goal Setting for Student Leadership Groups

Celebration of Black History Month, Multicultural Days, Poetry Jams, Student Speak outs, and support for POC clubs and activities

Middle School Staff & Student Presentations with VISIONS at Some Middle Schools

Ongoing Professional Development for Student Support Staff at the Elementary and Middle School Level

Sustaining Learning Through the PBIS Framework

# THIS WORK IS NOT A SPRINT. IT IS A MARATHON



## Quincy Public Schools Diversity Competency Initiative 2016-2017

	Time Frame	Staff Responsible	Team(s) or Individual(s) Involved	Topic	Location	Completed
<b>PLANNING</b>	July 18, 2016	Superintendent, Dir. Student Support, HS Principals, Spec. Ed Coord. & Visions	District Planning- H.S. Initiative Team	Staff Professional Development, Student Leader Training & School Wide Implementation Plans	Coddington Building	X
	July 25, 2016	Middle School Principals, Director of Student Support & Visions	District Planning-M.S. Initiative Team	Staff Professional Development, Student Leader Training & School Wide Implementation Plans	Coddington Building	X
	September 20, 2016	H.S. Principals, Dir. Student Support, Diversity Initiative Team, HS nurses & Intervention	Grade 10 & 11 Students	Michael Fowlin-"You Don't Know Me"-Sponsored by the Thompson Family-NQHS Student Surveys and Feedback	NQHS @ 9:00 & QHS @ 1:00	X
	September 21, 2016	QHS Principal & Diversity Competency Site Team	Grade 10 & 11 Students	Student Surveys and Feedback	QHS	X
	October 11, 2016	NQHS Principal, Visions & Diversity Competency Site Team	NQHS Staff	1:00-3:00 Professional Development on Diversity Competency and Classroom Interventions/Strategies	NQHS Auditorium	X
	November 15, 2016	H.S. Principals, Dir. Student Support, Diversity Initiative Team & Visions	NQHS & QHS Staff	1:00-4:30 Professional Development on Diversity Competency, School Wide Culture, Classroom Interventions and Strategies.	QHS Auditorium	X
	September - June	Site Diversity Initiative Teams	Student Leadership Groups	Student/Staff led learning opportunities for staff and students	QHS & NQHS classrooms	X

# VISIONS DISTRICT & SITE BASED WORK

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- Building District Capacity: District-wide Design Teams to Support the Work of Diversity, Equity & Inclusion. Superintendent's Leadership Team, Principals & Assistant Principals
- Building Site Capacity: Site-based Design Teams to Support to Support the Work of Teachers, Guidance Counselors &

# SUMMER PROFESSIONAL DEVELOPMENT

## Quincy Public Schools Diversity, Equity and Inclusion Summer and Fall 2020

	Time Frame	Staff Responsible	Team(s) or Individual(s) Involved	Topic	Location	Completed
<b>PLANNING</b>	July 2, 2020	VISIONS Inc.	Principals & Assistant Principals (Cohort A) 1 of 3 sessions	VISIONS INC.	Virtual Meeting 9:00-12:00	
	July 6, 2020	VISIONS Inc.	Principals & Assistant Principals (Cohort B) 1 of 3 sessions	VISIONS INC.	Virtual Meeting 9:00-12:00	
	July 9, 2020	VISIONS Inc.	Superintendent's Leadership Team 1 of 3 sessions	VISIONS INC.	Virtual Meeting 9:00-12:00	
	August 19 & 19	VISIONS Inc.	Principals & Assistant Principals (Cohort A) 2 of 3 & 3 of 3 sessions	VISIONS INC.	Virtual Meeting 10:00-1:00	
	August 20 & 24	VISIONS Inc.	Principals & Assistant Principals (Cohort B) 2 of 3 & 3 of 3 sessions	VISIONS INC.	Virtual Meeting 10:00-1:00	
	August 25 & September 1	VISIONS Inc.	Superintendent's Leadership Team 2 of 3 & 3 sessions	VISIONS INC.	Virtual Meeting 10:00-1:00	
	August 3, 10 & 17	VISIONS Inc.	Teacher Cohort A	VISIONS INC.	Virtual Meeting 10:00-1:00	
	August 4, 11, & 18	VISIONS Inc.	Teacher Cohort B	VISIONS INC.	Virtual Meeting 10:00-1:00	
	August 5, 12, & 19	VISIONS Inc.	Teacher Cohort C	VISIONS INC.	Virtual Meeting 10:00-1:00	



# SUMMER PROFESSIONAL DEVELOPMENT

## Quincy Public Schools Diversity, Equity and Inclusion Summer and Fall 2020

	Time Frame	Staff Responsible	Team(s) or Individual(s) Involved	Topic	Location	Completed
	September-October 2020	Site Based Teams	Elementary, Middle School & High School Principal Meetings full staff meetings	VISIONS INC. & Site Teams Goal Setting	Virtual Meetings and/or live meetings 1:00-3:00	
	January-February 2021	VISIONS Inc.	Elementary, Middle School & High School Full Staff Meetings Site Based	VISIONS Inc. & Site Teams Progress on Goals & Initiatives	Virtual Meetings and/or meetings 1:00-3:00	
	May 1, 2021	VISIONS Inc.	Elementary, Middle School & High School Full Staff Meetings Site Based	VISIONS Inc. & Site Team Reflection	Virtual Meetings and/or meetings 1:00-3:00	

# Diversity, Equity & Inclusion Districtwide Design Team

**District Administrators**

**Principals at All Levels**

**Teachers, Student Support Staff, Deans (All Levels) &  
Parent Representatives**



# VISIONS INC.-DR. PINDERHUGHES

- OVERVIEW OF VISIONS INC.
- LOOKING AHEAD 2020-2021

# Multicultural Process of Change

At all levels

## Monoculturalism

Rejection of differences and a belief in the superiority of the dominant group at the following levels:

- Personal
- Interpersonal
- Institutional/Structural
- Cultural

## **Oppression**

*“Melting Pot”  
Scarcity  
Assimilation  
Exclusion*

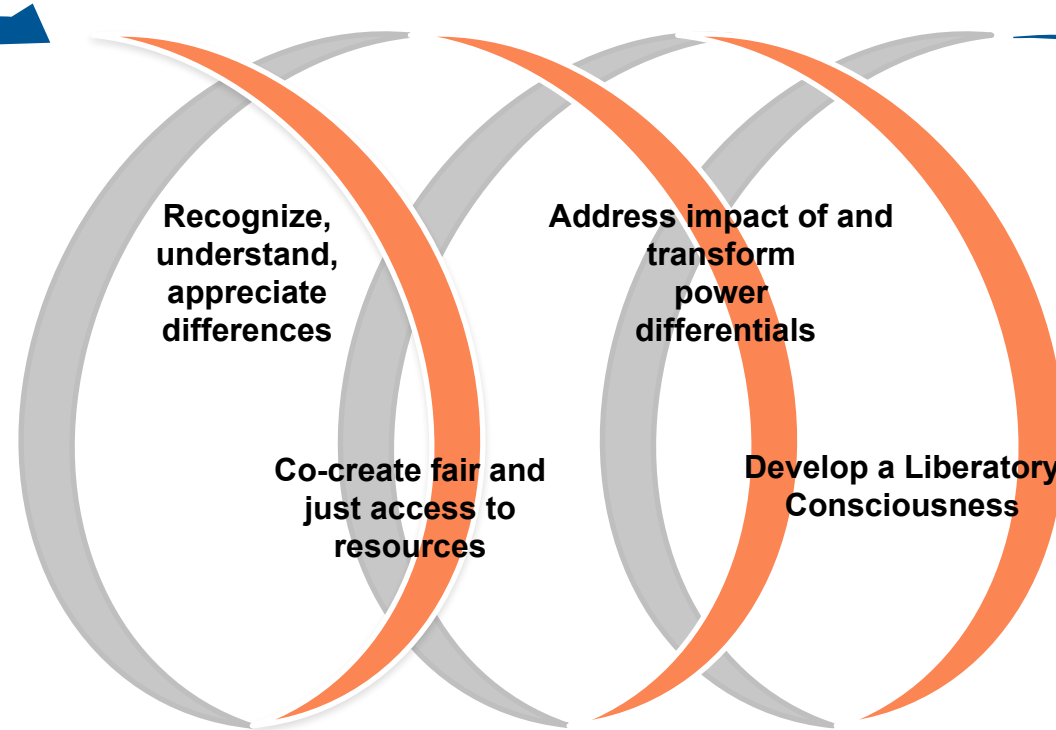
## Equity and Inclusion

Sustained commitment to transforming relationships, systems, and outcomes while valuing and honoring differences at the following levels:

- Personal
- Interpersonal
- Institutional/Structural
- Cultural

## **Liberation**

*“Salad Bowl/Fruit Salad”  
Abundance  
Pluralism*



***Social, Economic, and Environmental Justice***

# VISION GUIDELINES UNDERSTANDING AND COMMUNICATING ACROSS DIFFERENCES

**Try it on** (Trying it on is being able to hold your own perspective and listening and trying to understand someone else's perspective.)

**It's Okay to Disagree.**

**Self-focus- Speak from Your Own Experience and Perspective.**

**Practice both/and Thinking- Instead of Using the Word But, Use And.**

**Practice Self-Focus.**

**Understanding Process and Content**

**Confidentiality**



**Thank you!**