

# Morse School Race & Equity Working Group

## CPS Vision Statement on Equity

“Equity means that each student, regardless of race, ethnicity, nationality, gender, gender identity, disability, sexual orientation, religion, or socioeconomic status will have access to the opportunities, resources, and support they need to attain their full potential.”

“Racial equity means the absence of institutional and structural barriers experienced by people based on race or color, that impede access, opportunities, and results.”

“CPS understands that communities of color have experienced centuries of systemic oppression, and may need more as a result of these forces. Achieving racial equity requires proactive and continuous work to dismantle systemic oppression and white privilege in our schools. CPS is committed to altering systemic power dynamics and structures in order to hear and elevate underrepresented voices and to recognize and eliminate bias.”

### Guiding Questions:

- What steps do we need to take as a school community to move towards a vision of racial equity at the Morse School?
- What types of conversations or experiences will empower our students, parents, and teachers to contribute to this process?

### Meeting Norms\*:

1. **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue” (p.59).
2. **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin. Don’t be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas.
3. **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear. Speak from your own experience instead of generalizing (“I” instead of “they,” “we,” and “you”).
4. **Expect and accept non-closure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue. The goal is not to agree – it is to gain a deeper understanding.