

April 12, 2022

Via Email

Angelo Martin
Judicial Watch
amartin@judicialwatch.org

Re: 2021-FOIA-07304

Dear Mr. Martin:

DCPS responds to your Freedom of Information Act (FOIA) request as follows:

Request:

1. Records identifying the number of affinity spaces hosted by District of Columbia Public Schools from August 31, 2020 to June 24, 2021.
2. Records identifying the topics discussed during any affinity spaces hosted by District of Columbia Public Schools from August 31, 2020 to June 24, 2021
3. Records inviting students, faculty, and staff to affinity spaces hosted by District of Columbia Public Schools from August 31, 2020 to June 24, 2021.
4. Records, including policies and procedures, regarding the creation and use of "affinity spaces."
5. Any analyses of whether affinity spaces excluding students, faculty, and staff who identify as a specific race or gender is consistent with district and federal law, including but not limited to 42 U.S.C. 2000d and the Equal Protection clause of the 14th Amendment of the U.S. Constitution.

(Date Range for Record Search: From 08/31/2020 To 06/24/2021)

Response: The enclosed documents are responsive to your request. Applicable redactions have been made to remove information that is exempt from release pursuant to D.C. Official Code 2-534 (a) (2) - D.C. Official Code §2-534 (a) (2) - Information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy. Additional responsive documents are being withheld because they are exempt from release pursuant to D.C. Official Code §2-534 (a) (2) - Information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy; D.C. Official Code §2-534 (a) (4) & §2-534 (e) – Deliberative Process Privilege.

Fees were assessed for the processing of this request in the amount of \$64.00 and an invoice was sent to you on March 2, 2022. Undersigned FOIA Officer received your payment and forwarded it to Office of the Chief Financial Officer for processing on March 11, 2022.

Under D.C. Official Code § 2-537 and 1 DCMR §412, you have the right to appeal this letter to the Mayor or to the Superior Court of the District of Columbia. If you elect to appeal to the Mayor, your appeal must be in writing and contain "Freedom of Information Act Appeal" or "FOIA Appeal" in the subject line of the letter as well on the outside of the envelope. The appeal must include (1) a copy of the original request; (2) a copy of any written denial; (3) a statement of the circumstances, reasons, and/or arguments advanced in support of disclosure; and (4) a daytime telephone number, and e-mail and/or U.S. Mail address at which you can be reached. The appeal must be mailed to: The Mayor's Office of Legal Counsel, 1350 Pennsylvania Avenue, N.W., Suite 407, Washington, D.C. 20004. Electronic versions of the same information can instead be e-mailed to The Mayor's Correspondence Unit at foia.appeals@dc.gov. Further, a copy of all appeal materials must be forward to the undersigned Freedom of Information Officer for DCPS. Failure to follow these administrative steps will result in delay in the processing and commencement of a response to your appeal to the Mayor. If you have any questions or concerns regarding the response documents, I can be reached at 202-442-5000 or eboni.govan@dc.gov.

Sincerely,



Eboni J. Govan
Attorney-Advisor
FOIA Officer
District of Columbia Public Schools

DCPS Affinity Group Interest Form

DCPS staff: The Equity Strategy and Programming Team initially launched affinity spaces as safe spaces for you to reflect and process following the murder of George Floyd, and we are going to continue them throughout the 21-22 school year as a place for folks to reflect and continue to learn and grow.

One way to process in a safe space is through affinity. Affinity spaces are gathering opportunities for people who share a common identity. This space will be organized based on the racial identities represented in Central Office as we aim to lean into the Courageous Conversation condition of isolating race.

For more information about the benefit of racial affinity groups, please leverage this Learning for Justice resource: <https://www.learningforjustice.org/magazine/summer-2015/making-space>

DCPS Central Office staff from the Equity, Community Action and SEL Teams will co-facilitate these affinity groups in collaboration with volunteers at least once a month but more frequently as requested by the group.

If you have any questions, do not hesitate to reach out to dcps.equity@k12.dc.gov.

...

Hi [REDACTED] when you submit this form, the owner will be able to see your name and email address.

* Required

1. What are your pronouns?

☐ she/her

☐ she/they☐ he/him☐ he/they☐ they/them☐ ze/hir☐ she/he/they☐ No Pronouns - Use My Name☐ Other

2. Which racial affinity group(s) do you plan to join via Teams? (Select all that apply to you and your racial identities. A separate calendar/Teams invite will come from the DCPS Equity calendar.) *

☐ Asian American Pacific Islander☐ Black/African American☐ Hispanic/Latinx☐ Indigenous/Native American☐ Multi-Racial☐ White☐ I am not represented by any of these options and want to recommend another group

3. If you selected "I am not represented by any of these options and want to recommend another group" what is your recommendation?

As we define race, it can be easy to conflate race with ethnicity or nationality because the definitions and boundaries are always changing. Use the US Census (<https://www.census.gov/topics/population/race/about.html>) as a guide but do not let it limit you based on how you personally identify racially.

Enter your answer

4. Are you interested in joining our NEW: LGBTQIA+ Affinity Spaces

If yes, select your option, if not, skip this question.

- ☐ BIPOC (Black/Indigenous/People of Color) LGBTQIA+
- ☐ White LGBTQIA+

5. What best describes your role? *

- ☐ School-Based Staff
- ☐ Central Office Staff

6. What's your job title? *

Enter your answer

7. Affinity groups will run 30 mins to 1 hour, depending on group's needs/wants, virtually on Teams. Please select the options in the order that best fits your availability. *

Finding time for folks to meet is always a challenge, especially when we want to include central office and school-based staff.

	Option 1	Option 2	Option 3	Option 4	Option 5
Monday between 4-5pm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuesday between 4-5pm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday between 4-5pm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thursday between 4-5pm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
another time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. If you selected another time as your first option, when works best for you?

Enter your answer

9. Are you interested in helping facilitate an affinity space? *

☐ Yes

☐ No

☐ Maybe

10. If you expressed interest in helping facilitate, please explain why you are interested.

Enter your answer

11. Do you have any additional questions or comments you'd like to share?

Enter your answer

Submit

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Proposed Engagement in Response to Recent Racial Incidents

These are troubling times. I imagine that we all are struggling to make sense of the murder of George Floyd and the continued racial violence and racism that people of color, but black people specifically, endure at the hands of the police, other systems and individuals. The Equity and Student Services teams have been actively planning for how the district can best support our families and staff. In response, the teams have prepared an article and a protocol that school and central office leaders can use to support their teams in talking about the recent racial events. In addition, the equity team has outlined some engagements that could be facilitate this week. The proposed engagements and article discussion and protocol are provided below for your consideration.

Item 1: Proposed engagements to support staff and families. The following engagements are proposed to support DCPS central office, school-based staff, families and students in having an opportunity to process the recent racial incidents in a supporting environment.

Date	Audience	Event	Context
June 2 – June 4	CO	Affinity Group Brown Bag-	Moderated space for CO staff to reflect, connect, feel, share, strategize in smaller, affinity (Black, White, Latinx, Asian) space; Focus on self-awareness, identity and cultural awareness
June 2	School Staff	Article Discussion with School Staff	Principals will support staff by creating space for sharing and facilitating a conversation on the article George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children? – USA Today, May 31, 2020
June 3	Families	Parent University	Talking to Your Children About Race facilitated by the Equity team
June 4	Male Educators of Color (MEOC)	MEOC Convening	Moderated space for male educators of color to feel, discuss and strategize re: impact of recent events and best way to support each other and students

June 5	CO	Permission to Feel: book study	This event is already schedule. We could create space for staff check in on compass specifically to recent events.
June 8 - 19	School-based Staff	Reopen Strong: Professional Development	Trauma-Responsive Schools
TBD	Students	Student Town Hall	The Equity team could host a moderated student town hall where students could share emotions and the team provide strategies on how to navigate society as a person of color.

Proposed Next Steps:

- The Equity and SEL teams are meeting on Monday to discuss draft plan and develop relevant sessions
- Equity team will connect with Carissa and Chris with regards to providing an opener at Friday's Permission to Feel book study
- Convening the MEOCC to develop approach to session referenced above

Item 2: Article and Protocol to support conversations with teams. The attached protocol is designed to support central office and/or school leaders in facilitating a conversation regarding the recent racial incidents. Several articles are provided below with the first being the most relevant. A brief overview is included with each article.

- [George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children? – USA Today, May 31, 2020](#)
 - This article gets at how to talk about recent events with children. Although school is now out, this may be top of mind for teachers. The article includes answers to this question from Beverly Daniel Tatum among others. I think this article can be reflected on by all teachers. This is also a good connection to the [Parent University live webinar](#) we're having on Wednesday if people want to continue the conversation/learning.
- [Don't Say Nothing. – Teaching Tolerance, Fall 2016](#)
 - Although written in 2016, this speaks to what many are experiencing now. I think this is an important time to convey that silence is a choice. I think this could be especially beneficial for non-black teachers in affinity but also all teachers who may be struggling with where to start when it comes to reflecting on what we've experienced these past few months and many times before.
- [Maintaining Professionalism In The Age of Black Death Is....A Lot – Medium, May 28, 2020](#)

-
- This one might be best for schools hoping to reflect what’s happening in affinity – and this article may speak mostly to Black staff. However, I think some of the messaging around expectations of professionalism when grappling with the trauma of death is messaging that should be heard from everyone across lines of difference.
 - **‘Moments like now are why we teach’: Educators tackle tough conversations about race and violence — this time virtually** – Chalkbeat, May 31, 2020
 - Educators from across the country share how they are trying to meet the needs of their students, faculty, and parents during this challenging time. If schools want to join conversation, [they can share with Chalkbeat via this survey us how your school community](#).
 - **Teachers Must Hold Themselves Accountable for Dismantling Racial Oppression** – Education Post, May 29, 2020
 - This one is more raw but still a good read.

From: [Lizz Rene](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: Affinity Space Questions
Date: Thursday, June 10, 2021 3:41:28 PM

CAUTION: This email originated from outside of the DC Government. Do not click on links or open attachments unless you recognize the sender and know that the content is safe. If you believe that this email is suspicious, please forward to phishing@dc.gov for additional analysis by OCTO Security Operations Center (SOC).

- What does this affinity group community mean to you? What do you appreciate about this affinity group community? What is your favorite thing about the affinity group community? What have you learned from this affinity group community and experience? What are you taking away with you?

Best,
Lizz

Lizz Rene
(770) 885-8072
elizabethcrene@gmail.com

From: [DCPS Equity](#)

Cc: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#); [Austria, Maria \(DCPS\)](#); [Washburn, Kevin \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#); [Anderson, Jane \(DCPS\)](#); [Turgeon, Ryan \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [Byrd, Thomas E. \(DCPS\)](#); [Malone, Josie \(DCPS\)](#); [Leland, Daniel \(DCPS\)](#); [Howard, Milo A. \(DCPS\)](#); [Stoogenke, Shayna \(DCPS\)](#); [Quijada, Jannevince \(DCPS\)](#); [Cohen, Rachel \(DCPS\)](#); [Blake, William \(DCPS\)](#); [Konish, Jennifer \(DCPS\)](#); [Wright, Nancy \(DCPS\)](#); [Moore, Jason \(DCPS\)](#); [Latham, Katie \(DCPS\)](#); [Rene, Elizabeth \(DCPS\)](#); [Weatherly, Katy \(DCPS\)](#); [Kramp, Carol \(DCPS\)](#); [Alvarado, Veronica \(DCPS\)](#); [Chacon, Harold \(DCPS\)](#); [Parker, Sarah \(DCPS\)](#); [Madden, Melissa \(DCPS\)](#); [Raphael, Janai \(DCPS\)](#); [Chieffo, Gina \(DCPS\)](#); [Biagioni, Teresa \(DCPS\)](#); [Baird-Thompson, Elizabeth \(DCPS\)](#); [Mardo, Jessica \(DCPS\)](#); [Kinard, Latisha \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Ugel, Nicole \(DCPS\)](#); [Brown, Meghan \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#); [Rodriguez, Victor \(DCPS\)](#); [Dorsey-Daniels, Danitra \(DCPS\)](#); [Aking, Bode \(DCPS\)](#); [Murphy, Sophie \(DCPS\)](#); [Monroy, Claudette \(DCPS\)](#); [Hoffman, Elias B. \(DCPS\)](#); [Edwards, Leslie \(DCPS\)](#); [Cochrun, Laura \(DCPS\)](#); [Weber, Courtney \(DCPS\)](#); [Larkin, Kerri \(DCPS\)](#); [Shaw, Kelli \(DCPS\)](#); [Fairbank, Kimberly \(DCPS\)](#); [Mourtos, Aiyna \(DCPS\)](#); [Ebron, Marquita B. \(DCPS\)](#); [Burney, Shanita \(DCPS\)](#); [Carter, Stacey \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Haith, William \(DCPS\)](#); [Jellig, Jerry \(DCPS\)](#); [Zuerblis, Heather \(DCPS\)](#); [Alston, Michael A. \(DCPS\)](#); [Namba, Elizabeth \(DCPS\)](#); [Frank, Andrew \(DCPS\)](#); [Welch, Sharon \(DCPS\)](#); [Sauler, Elizabeth \(DCPS\)](#); [Brown, Divya \(DCPS\)](#); [Hashmi, Zahra \(DCPS\)](#); [Kawa, Caitlin \(DCPS\)](#); [Butler, Andrea \(DCPS\)](#); [Wilds, Shawn \(DCPS\)](#); [Thomas, Wesley \(DCPS\)](#); [Riggins, Sundai \(DCPS\)](#); [Jacoby, Tobias \(DCPS\)](#); [Hammett, Emily \(DCPS\)](#); [McClain, Justin \(DCPS\)](#); [Capetillo, Patricia \(DCPS\)](#); [Marran, Jillian \(DCPS\)](#); [Onwukwe, Bianca \(DCPS\)](#); [Butler, Krystal \(DCPS\)](#); [DCPS, OSIS \(DCPS\)](#); [Ford, Julia \(DCPS\)](#); [Robinson, Sharona \(DCPS\)](#); [Nettles, Carlton \(DCPS\)](#); [Welch, Sekenia \(DCPS\)](#); [Ifedi, Amaris \(DCPS\)](#); [Jackson, Maria \(DCPS\)](#); [Huston, Isabel \(DCPS\)](#); [Charlotte Flournoy \(DCPS\)](#); [Burkett, Kate \(DCPS\)](#); [Igwebuike, Tracy \(DCPS\)](#); [Warner, Keisha \(DCPS\)](#); [Barnes, Tisa \(DCPS\)](#); [SCANLAN, ANDREW \(DCPS\)](#); [Bryant, Kristen \(DCPS\)](#); [Lin, Claire \(DCPS\)](#); [Womack, Joi \(DCPS\)](#); [Carter, Ryan \(DCPS\)](#); [Kantzer, Madison \(DCPS\)](#); [Isaac, Deborah \(DCPS\)](#); [DaSilva, Aijbade; Navarrete, Nathalie \(DCPS\)](#); [Colgan, Corinne \(DCPS\)](#); [Brundidge, Amanda \(DCPS\)](#); [Wasser, Ian \(DCPS\)](#); [Fields, Arthur \(DCPS\)](#); [Williams, Allyson \(DCPS\)](#); [Bennett, Bianca \(DCPS\)](#); [Pitts, Breana \(DCPS\)](#); [Geoffroy, Jen \(DCPS\)](#); [Toiv, Alden \(DCPS\)](#); [Williams, Alison \(DCPS\)](#); [Stanley, Taylor \(DCPS\)](#); [Klingenstein, Teresa \(DCPS\)](#); [Hogirala, Keerthana \(DCPS\)](#); [Stewart, Delarious \(DCPS\)](#); [Cruz, Shareen \(DCPS\)](#); [Chambers, Alicia \(DCPS\)](#); [josie.malone@dc.gov](#); [Boroto, Justin \(DCPS\)](#); [Salazar, Jorge \(DCPS\)](#); [Pierson, Erika \(DCPS\)](#); [Odukoya, Lola \(DCPS\)](#); [Fuller, Jennifer \(DCPS\)](#); [Kieh, Sakon \(DCPS\)](#); [Shultz, Stephanie \(DCPS\)](#); [Vance, Lindsey \(DCPS\)](#); [Stover, Shawn \(DCPS\)](#); [Elliott, Brenda \(DCPS\)](#); [Price, James \(DCPS\)](#); [tiffany.kaijage@gmail.com](#); [Kaijage, Tiffany \(DCPS\)](#); [Bielasiak, Brittany \(DCPS\)](#); [Treadgold, Natalie \(DCPS\)](#); [Wang, Shana \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Coleman, Melanie \(DCPS\)](#); [Cole, Karen \(DCPS\)](#); [Williams, Katie \(DCPS\)](#); [Miller, Taneka \(DCPS\)](#); [Govan, Eboni \(DCPS\)](#); [Lee, Kathryn \(DCPS\)](#); [Hwang, Kyu-Ryung \(DCPS\)](#); [Harper, Lugman \(DCPS\)](#); [Brown, Tiffany \(DCPS\)](#); [Lenowitz, Molly \(DCPS\)](#); [Brookins, Brielle \(DCPS\)](#); [Crawford, Aisha \(DCPS\)](#); [Nguyen, Yan \(DCPS\)](#); [Markbreiter, Morgan \(DCPS\)](#); [Thompson, Fid \(DCPS\)](#); [Lamb, Michael \(DCPS\)](#); [Gonzales-Flores, Dimelza \(DCPS\)](#); [Atlee, Christie \(DCPS\)](#); [Mike, Carla \(DCPS\)](#)

Subject: Canceled: Cross-Racial Affinity Space (led by the Multi-Racial Affinity Group)

Attachments: [image001.jpg](#)

Importance: High

8/5 Update: Good morning everyone! As teams are planning for New Educator Orientation, the Latinx Summit <https://whova.com/portal/registration/latin_202108/> and the beginning of the school year, we will plan to post-pone the next cross-racial affinity space led by the multi-racial affinity group. A new date will be shared in the coming weeks!

Hello everyone,

The Multi-Racial Affinity group is tentative to lead a cross-racial affinity space during the week of August 9th – August 13th. We will confirm an exact date and time closer to the date. If you'd like to join the multi-racial affinity space or any other affinity space, please sign up here <https://docs.google.com/forms/d/e/1FAIpQLSeU8dS7OnzuV4LoxC9qC8FXEtC6mT1ublPphlwHtU26uEdhdw/viewform?usp=sf_link> .

You can also reach out to Kathryn Breisch if you have additional questions about the multi-racial affinity space specifically: Kathryn.breisch@k12.dc.gov <<mailto:Kathryn.breisch@k12.dc.gov>> .

Best,

Equity Team

Join Microsoft Teams Meeting <https://teams.microsoft.com/l/meetup-join/19%3ameeting_NGI3NWQzOTAtZTFhZC00NjllTkZGltMmU4YTQ4OTQ2M2Y3%40thread.v2/0?context=%7b%22Tid%22%3a%222aa046ee-b34e-4a33-92b7-999df2bc0a32%22%2c%22Oid%22%3a%22b3b53a5c-fa80-46b8-b688-393af9e6f706%22%7d>

Learn more about Teams <<https://aka.ms/JoinTeamsMeeting>> | Meeting options <https://teams.microsoft.com/meetingOptions/?organizerId=b3b53a5c-fa80-46b8-b688-393af9e6f706&tenantId=2aa046ee-b34e-4a33-92b7-999df2bc0a32&threadId=19_meeting_NGI3NWQzOTAtZTFhZC00NjllTkZGltMmU4YTQ4OTQ2M2Y3@thread.v2&messageId=0&language=en-US>

Cross-Racial Affinity Space Schedule

The current schedule for cross-racial dialogue is as follows (open to all affinity group members) to be led by respective affinity groups). Dates may change if conflicts arise for a majority of attendees:

* October: To be led by the Hispanic/Latino/Latinx affinity group

- * December: To be led by the White affinity group
- * February: To be led by the Black affinity group
- * May: To be led by the Asian American Pacific Islander (AAPI) affinity group
- * August: To be led by the Multi-Racial affinity group

What will be consistent in each cross-racial dialogue?

- * Grounded norms and facilitation in the Courageous Conversation protocol <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>>
- * Goals aligned to anti-racism pillars for staff of color and white staff from The Racial Healing Handbook <<https://www.newharbinger.com/racial-healing-handbook>>
- * Takeaways aligned to the DCPS Equity Lens <https://dcps.dc.gov/sites/default/files/dc/sites/dcps/page_content/attachments/DCPS%20Equity%20Framework_2018.pdf>
- * Both educational and interactive experience with opportunities for self-reflection and community-building

What will be different in each cross-racial dialogue?

- * Different facilitators during every discussion
- * Topics will vary and will be driven by the hosting affinity group
- * We may use Zoom or Teams depending on the number of confirmed participants and need for breakout rooms

More information about Central Office affinity spaces can be found below.

Here are a few updates on what's next for Central Office affinity spaces in SY20-21:

- * Affinity List-servs: Each affinity group now has an e-mail listserv to share monthly resources, events, meetings and more.
- * Spread the word: Feel free to share the opportunity to engage in affinity with colleagues and DCPS peers <https://docs.google.com/forms/d/e/1FAIpQLSeU8dS7OnzuV4LoxC9qC8FXEtC6mT1ubLPphlwHtU26uEdhdw/viewform?usp=sf_link> who would like to be added to an affinity list-serv.
- * Monthly Meetings: Affinity spaces will be held at least once a month. Many of you have already received invites for subsequent meetings. Keep an eye out for those calendar invites from our team.
- * Equity of Voice and Shared Leadership: We will be adopting a tag in/tag out option for facilitating meetings. So, there will be opportunities for peers within each group to tag in to leading future meetings so we're consistently hearing from different voices and sharing the responsibility of moving this work forward.
- * Interracial Dialogue: Affinity spaces are extremely important. However, there will also be times for all of the affinity groups to come together for cross-racial dialogue. These will occur bi-monthly and will be led by members of respective affinity groups to share an important learning, activity or form of professional development with Central Office staff.
- * Jumping into action: For an opportunity to engage in the "doing" quadrant of the Courageous Conversation compass <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>> outside of affinity, consider joining the Equity Action & Advisory Committee <<mailto:Equity%20Action%20&%20Advisory%20Committee>> .
- * Stay in the know: You can also follow us on Twitter (@DCPSEquity) and visit our webpage to receive additional information about resources, events, and meetings.

A few guiding norms and goals for all affinity spaces:

- * Go beyond celebration: Central Office (CO) affinity spaces will ensure that the conversation translates identity-related issues into action that helps mitigate those issues in our teams, offices and CO.
- * Isolate Race: CO affinity spaces will leverage the Courageous Conversation protocol <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>> – especially the norm of isolating race – in dialogue and collaboration.
- * A lens for equity: As CO affinity spaces transition from conversation into action, spaces will ensure those actions are rooted in an equity lens that focuses on policy, identity and mindsets, practices and culture. The DCPS Equity Framework <https://dcps.dc.gov/sites/default/files/dc/sites/dcps/page_content/attachments/DCPS%20Equity%20Framework_2018.pdf> is a foundational resource for exploring goals and objectives through an equity lens.
- * Create Cross-Racial Learning Opportunities: CO affinity spaces will come together in one space for interracial dialogue and learning led by a respective affinity group every other month.

If you have any questions or would like to be removed from the aforementioned affinity list-servs, please e-mail dcps.equity@k12.dc.gov <<mailto:dcps.equity@k12.dc.gov>> .

Best,

Equity Team

Equity Team

Equity Strategy and Programming

Office of School Improvement and Student Supports

District of Columbia Public Schools

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Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
Cc: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#); [Austria, Maria \(DCPS\)](#); [Washburn, Kevin \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#); [Anderson, Jane \(DCPS\)](#); [Turgeon, Ryan \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [Byrd, Thomas E. \(DCPS\)](#); [Malone, Josie \(DCPS\)](#); [Leland, Daniel \(DCPS\)](#); [Howard, Milo A. \(DCPS\)](#); [Stoogenke, Shayna \(DCPS\)](#); [Quijada, Jannevince \(DCPS\)](#); [Cohen, Rachel \(DCPS\)](#); [Blake, William \(DCPS\)](#); [Konish, Jennifer \(DCPS\)](#); [Wright, Nancy \(DCPS\)](#); [Moore, Jason \(DCPS\)](#); [Latham, Katie \(DCPS\)](#); [Rene, Elizabeth \(DCPS\)](#); [Weatherly, Katy \(DCPS\)](#); [Krampe, Carol \(DCPS\)](#); [Alvarado, Veronica \(DCPS\)](#); [Chacon, Harold \(DCPS\)](#); [Parker, Sarah \(DCPS\)](#); [Madden, Melissa \(DCPS\)](#); [Raphael, Janai \(DCPS\)](#); [Chieffo, Gina \(DCPS\)](#); [Biagioni, Teresa \(DCPS\)](#); [Baird-Thompson, Elizabeth \(DCPS\)](#); [Mardo, Jessica \(DCPS\)](#); [Kinard, Latisha \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Ugel, Nicole \(DCPS\)](#); [Brown, Meghan \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#); [Rodriguez, Victor \(DCPS\)](#); [Dorsey-Daniels, Danitra \(DCPS\)](#); [Aking, Bode \(DCPS\)](#); [Murphy, Sophie \(DCPS\)](#); [Monroy, Claudette \(DCPS\)](#); [Hoffman, Elias B. \(DCPS\)](#); [Edwards, Leslie \(DCPS\)](#); [Cochrun, Laura \(DCPS\)](#); [Weber, Courtney \(DCPS\)](#); [Larkin, Kerri \(DCPS\)](#); [Shaw, Kelli \(DCPS\)](#); [Fairbank, Kimberly \(DCPS\)](#); [Mourtos, Aiyana \(DCPS\)](#); [Ebron, Marquita B. \(DCPS\)](#); [Burney, Shanita \(DCPS\)](#); [Carter, Stacey \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Haith, William \(DCPS\)](#); [Jellig, Jerry \(DCPS\)](#); [Zuerblis, Heather \(DCPS\)](#); [Alston, Michael A. \(DCPS\)](#); [Namba, Elizabeth \(DCPS\)](#); [Frank, Andrew \(DCPS\)](#); [Welch, Sharon \(DCPS\)](#); [Sauler, Elizabeth \(DCPS\)](#); [Brown, Divya \(DCPS\)](#); [Hashmi, Zahra \(DCPS\)](#); [Kawa, Caitlin \(DCPS\)](#); [Butler, Andrea \(DCPS\)](#); [Wilds, Shawn \(DCPS\)](#); [Thomas, Wesley \(DCPS\)](#); [Riggins, Sundai \(DCPS\)](#); [Jacoby, Tobias \(DCPS\)](#); [Hammett, Emily \(DCPS\)](#); [McClain, Justin \(DCPS\)](#); [Capetillo, Patricia \(DCPS\)](#); [Marran, Jillian \(DCPS\)](#); [Onwukwe, Bianca \(DCPS\)](#); [Butler, Krystal \(DCPS\)](#); [DCPS, OSIS \(DCPS\)](#); [Ford, Julia \(DCPS\)](#); [Robinson, Sharona \(DCPS\)](#); [Nettles, Carlton \(DCPS\)](#); [Welch, Sekenia \(DCPS\)](#); [Ifedi, Amaris \(DCPS\)](#); [Jackson, Maria \(DCPS\)](#); [Huston, Isabel \(DCPS\)](#); [Charlotte Flournoy \(DCPS\)](#); [Burkett, Kate \(DCPS\)](#); [Igwebuike, Tracy \(DCPS\)](#); [Warner, Keisha \(DCPS\)](#); [Barnes, Tisa \(DCPS\)](#); [SCANLAN, ANDREW \(DCPS\)](#); [Bryant, Kristen \(DCPS\)](#); [Lin, Claire \(DCPS\)](#); [Womack, Joi \(DCPS\)](#); [Carter, Ryan \(DCPS\)](#); [Kantzer, Madison \(DCPS\)](#); [Isaac, Deborah \(DCPS\)](#); [DaSilva, Aijbade; Navarrete, Nathalie \(DCPS\)](#); [Colgan, Corinne \(DCPS\)](#); [Brundidge, Amanda \(DCPS\)](#); [Wasser, Ian \(DCPS\)](#); [Fields, Arthur \(DCPS\)](#); [Williams, Allyson \(DCPS\)](#); [Bennett, Bianca \(DCPS\)](#); [Pitts, Breana \(DCPS\)](#); [Geoffroy, Jen \(DCPS\)](#); [Toiv, Alden \(DCPS\)](#); [Williams, Alison \(DCPS\)](#); [Stanley, Taylor \(DCPS\)](#); [Klingenstein, Teresa \(DCPS\)](#); [Hogirala, Keerthana \(DCPS\)](#); [Stewart, Delarious \(DCPS\)](#); [Cruz, Shareen \(DCPS\)](#); [Chambers, Alicia \(DCPS\)](#); [josie.malone@dc.gov](#); [Boroto, Justin \(DCPS\)](#); [Salazar, Jorge \(DCPS\)](#); [Pierson, Erika \(DCPS\)](#); [Odukoya, Lola \(DCPS\)](#); [Fuller, Jennifer \(DCPS\)](#); [Kieh, Sakon \(DCPS\)](#); [Shultz, Stephanie \(DCPS\)](#); [Vance, Lindsey \(DCPS\)](#); [Stover, Shawn \(DCPS\)](#); [Elliott, Brenda \(DCPS\)](#); [Price, James \(DCPS\)](#); [tiffany.kaijage@gmail.com](#); [Kaijage, Tiffany \(DCPS\)](#); [Bielasiak, Brittany \(DCPS\)](#); [Treadgold, Natalie \(DCPS\)](#); [Wang, Shana \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#)
Subject: Cross-Racial Affinity Space (led by the Multi-Racial Affinity Group)
Attachments: [image001.jpg](#)

Hello everyone,

The Multi-Racial Affinity group is tentative to lead a cross-racial affinity space during the week of August 9th – August 13th. We will confirm an exact date and time closer to the date. If you'd like to join the multi-racial affinity space or any other affinity space, please sign up-here
<https://docs.google.com/forms/d/e/1FAIpQLSeU8dS7OnzuV4LoxC9qC8FXEtC6mT1ublpPhlwHtU26uEdhdw/viewform?usp=sf_link> .

You can also reach out to Kathryn Breisch if you have additional questions about the multi-racial affinity space specifically:
Kathryn.breisch@k12.dc.gov <<mailto:Kathryn.breisch@k12.dc.gov>> .

Best,

Equity Team

Join Microsoft Teams Meeting <https://teams.microsoft.com/l/meetup-join/19%3ameeting_NGI3NWQzOTAtZTFhZC00NjllLTkwZGIzMmU4YTQ4OTQ2M2Y3%40thread.v2/0?context=%7b%22Tid%22%3a%222aa046ee-b34e-4a33-92b7-999df2bc0a32%22%2c%22Oid%22%3a%22b3b53a5c-fa80-46b8-b688-393af9e6f706%22%7d>

Learn more about Teams <<https://aka.ms/JoinTeamsMeeting>> | Meeting options <https://teams.microsoft.com/meetingOptions/?organizerId=b3b53a5c-fa80-46b8-b688-393af9e6f706&tenantId=2aa046ee-b34e-4a33-92b7-999df2bc0a32&threadId=19_meeting_NGI3NWQzOTAtZTFhZC00NjllLTkwZGIzMmU4YTQ4OTQ2M2Y3@thread.v2&messageId=0&language=en-US>

Cross-Racial Affinity Space Schedule

The current schedule for cross-racial dialogue is as follows (open to all affinity group members) to be led by respective affinity groups). Dates may change if conflicts arise for a majority of attendees:

- * October: To be led by the Hispanic/Latino/Latinx affinity group
- * December: To be led by the White affinity group
- * February: To be led by the Black affinity group

- * May: To be led by the Asian American Pacific Islander (AAPI) affinity group
- * August: To be led by the Multi-Racial affinity group

What will be consistent in each cross-racial dialogue?

- * Grounded norms and facilitation in the Courageous Conversation protocol <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>>
- * Goals aligned to anti-racism pillars for staff of color and white staff from The Racial Healing Handbook <<https://www.newharbinger.com/racial-healing-handbook>>
- * Takeaways aligned to the DCPS Equity Lens <https://dcps.dc.gov/sites/default/files/dc/sites/dcps/page_content/attachments/DCPS%20Equity%20Framework_2018.pdf>
- * Both educational and interactive experience with opportunities for self-reflection and community-building

What will be different in each cross-racial dialogue?

- * Different facilitators during every discussion
- * Topics will vary and will be driven by the hosting affinity group
- * We may use Zoom or Teams depending on the number of confirmed participants and need for breakout rooms

More information about Central Office affinity spaces can be found below.

Here are a few updates on what's next for Central Office affinity spaces in SY20-21:

- * Affinity List-servs: Each affinity group now has an e-mail listserv to share monthly resources, events, meetings and more.
- * Spread the word: Feel free to share the opportunity to engage in affinity with colleagues and DCPS peers <https://docs.google.com/forms/d/e/1FAIpQLSeU8dS7OnzuV4LoxC9qC8FXEtC6mT1ublpHlwHtU26uEdhdw/viewform?usp=sf_link> who would like to be added to an affinity list-serv.
- * Monthly Meetings: Affinity spaces will be held at least once a month. Many of you have already received invites for subsequent meetings. Keep an eye out for those calendar invites from our team.
- * Equity of Voice and Shared Leadership: We will be adopting a tag in/tag out option for facilitating meetings. So, there will be opportunities for peers within each group to tag in to leading future meetings so we're consistently hearing from different voices and sharing the responsibility of moving this work forward.
- * Interracial Dialogue: Affinity spaces are extremely important. However, there will also be times for all of the affinity groups to come together for cross-racial dialogue. These will occur bi-monthly and will be led by members of respective affinity groups to share an important learning, activity or form of professional development with Central Office staff.
- * Jumping into action: For an opportunity to engage in the "doing" quadrant of the Courageous Conversation compass <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>> outside of affinity, consider joining the Equity Action & Advisory Committee <<mailto:Equity%20Action%20&%20Advisory%20Committee>> .
- * Stay in the know: You can also follow us on Twitter (@DCPSEquity) and visit our webpage to receive additional information about resources, events, and meetings.

A few guiding norms and goals for all affinity spaces:

- * Go beyond celebration: Central Office (CO) affinity spaces will ensure that the conversation translates identity-related issues into action that helps mitigate those issues in our teams, offices and CO.
- * Isolate Race: CO affinity spaces will leverage the Courageous Conversation protocol <<http://iel.org/sites/default/files/G10-courageous-conversation-protocol-overview.pdf>> – especially the norm of isolating race – in dialogue and collaboration.
- * A lens for equity: As CO affinity spaces transition from conversation into action, spaces will ensure those actions are rooted in an equity lens that focuses on policy, identity and mindsets, practices and culture. The DCPS Equity Framework <https://dcps.dc.gov/sites/default/files/dc/sites/dcps/page_content/attachments/DCPS%20Equity%20Framework_2018.pdf> is a foundational resource for exploring goals and objectives through an equity lens.
- * Create Cross-Racial Learning Opportunities: CO affinity spaces will come together in one space for interracial dialogue and learning led by a respective affinity group every other month.

If you have any questions or would like to be removed from the aforementioned affinity list-servs, please e-mail dcps.equity@k12.dc.gov <<mailto:dcps.equity@k12.dc.gov>> .

Best,

Equity Team

Equity Team

Equity Strategy and Programming

Office of School Improvement and Student Supports

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity) <<https://twitter.com/DCPSEquity>>

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Equity Advisory Committee](#)
Bcc: [Lin, Claire \(DCPS\)](#)
Subject: Friendly Reminder - No Meeting Tonight!
Date: Wednesday, May 5, 2021 10:51:44 AM
Attachments: [image001.jpg](#)

Good morning, Equity Action and Advisory Committee,

As a reminder, we will not be having an Equity Action and Advisory Committee tonight. Instead, we encourage you to [register for Anti-Racist Educator University](#) tonight at 3:30PM!

As you know, there is a lot to celebrate this month including **Asian American and Pacific Islander (AAPI) Heritage Month, Teacher Appreciation Week and Anti-Racist Educator University tonight.**

Please see below for a few ways to engage this month:

- **ALL MONTH: May is Asian American and Pacific Islander Heritage (AAPI) Month:** We are excited to celebrate our AAPI educators and staff across DCPS social media channels. If you or a member of your school staff are interested in sharing what AAPI Heritage Month means to you and would like to represent your school community on DCPS social media, please complete [this brief form](#) and send a selfie photo to [Kelli Shaw](#).
- **ALL WEEK: Teacher Appreciation Week:** You can join the 2021 Teacher Appreciation Week celebration by sharing the DCPS teachers and colleagues that have made a difference in your life on social media. Use the [“I Love My DCPS Teacher” graphic](#) along with #ThankaDCPSteacher when sharing your shout outs.
- **TONIGHT: Anti-Racist Educator University:** We hope you can join us **tonight -- Wednesday, May 5, at 3:30 p.m. EST** -- where former writing teacher turned equity freedom fighter, [Zaretta Hammond](#), will join us as our guest speaker on the topic of “Culturally Responsive Teaching.” [Register to attend here.](#) The school or office with the highest percentage of attendees will receive an anti-racism resource of their choice for every staff member.
- **TOMORROW:** Join the DCPS AAPI affinity group for dialogue in cross-racial affinity **tomorrow – Thursday, May 6, at 12:30 p.m. EST.** This space is a time for all affinity groups to come together. Cross-racial affinity spaces are led by members of respective affinity groups to share an important learning, activity or form of professional development with staff. **Deputy Chancellor Kim, Jerry Ilar, Kathryn Breisch, Rohan Dharan, Helen Tzow, and Charles Kuo** will lead this engagement. [Sign up here.](#)

Our last Equity Action and Advisory Committee Meeting of the school year will be held on **Wednesday, June 2nd at 4PM EST.** See you then!

Best,

Equity Team

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Equity Advisory Committee](#)
Cc: [Bethany Henderson](#); [Harper, Robyn \(DCPS\)](#); [Katrina Owens](#); [cblackwell](#)
Bcc: [Lin, Claire \(DCPS\)](#)
Subject: Last Meeting of the School Year is Next Wednesday (June 2)
Date: Friday, May 28, 2021 9:53:55 AM
Attachments: [image004.jpg](#)

Good morning, Equity Action and Advisory Committee,

So excited to see all of you for **our last meeting of the school year, next Wednesday, June 2 at 4:00PM.**

With this being the last meeting of the school year, we will spend the first 15 minutes of our meeting reflecting on the past year. Then, we are excited to invite [DC Scores](#) back to continue the engagement they led in January on Brave Spaces - grounded in self-care.

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

Within DCPS

- **FREE** copy of How to Be An Anti-Racist*
- **June 2 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford**, Founder of Therapy for Black Girls ([hyperlinked](#))
 - **4:30PM:** PLC on Radical Rest: Mindfulness as an Equity Practice, Dekebra Crowe, Turner ES
 - **4:30PM:** Radical Self Care Through an Equity Lens, AP Sharon Michaels, King ES
 - **4:30PM:** Brave Spaces – Self Care through an Equity Lens in Central Office, Dr. William Blake & Dr. Nicole Clifton, SEL Team
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Multi-Racial Affinity Group ([hyperlinked](#))

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (Coupon Code: **DCPS1200**)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)*](#)
- **July 20 - 22:** [Teaching Coming of Age in a Complex World \(Facing History\)](#)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)*](#)
- **August 6 – 7:** [Antiracism for Educators - The Conference \(Equity Consulting\)](#)

*Reach out to dcps.equity@k12.dc.gov for your coupon code or free registration.

If you know someone who would like to be added to/removed from the Equity Action and Advisory Listserv, please e-mail dcps.equity@k12.dc.gov.

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Cc: [Kim, Melissa \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Dharan, Rohan \(DCPS\)](#); [Tzow, Helen \(DCPS\)](#); [Kuo, Charles \(DCPS\)](#)
Bcc: [Malone, Josie \(DCPS\)](#)
Subject: Next Thursday: Cross-Racial Affinity Space led by the AAPI Affinity Group (5/6)
Date: Thursday, April 29, 2021 10:32:09 AM
Attachments: [image001.jpg](#)

Good morning, everyone,

Sharing a friendly reminder that **next Thursday, May 6 at 12:30PM** on [Microsoft Teams](#) we will have our next cross-racial affinity space led by the Asian American and Pacific Islander (AAPI) Affinity Group.

We are extremely excited for another affinity space that models a community approach to facilitation! **Deputy Chancellor Kim, Jerry Ilar, Kathryn Breisch, Rohan Dharan, Helen Tzow, and Charles Kuo** will collectively be leading this engagement.

As a reminder, the cross-racial affinity space is a time for all of our affinity groups to come together for cross-racial dialogue. These occur every two to three months and are led by members of respective affinity groups to share an important learning, activity or form of professional development with staff.

We look forward to seeing you all next Thursday! You are more than welcome to encourage other DCPS colleagues to join our affinity groups [using this link](#).

Best,
Equity Team

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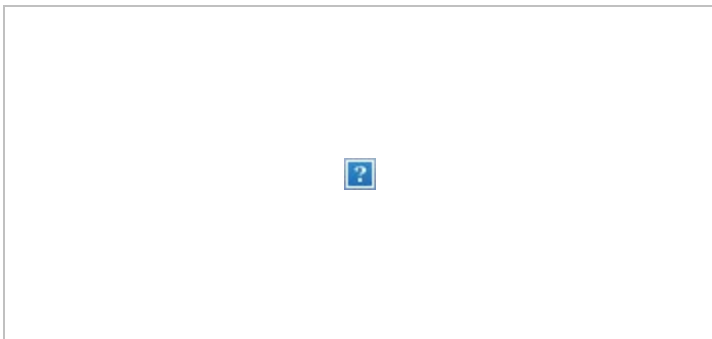
Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Cc: [Xayna, Sanders \(DCPS\)](#); [Thompson, Yiesha \(DCPS\)](#)
Bcc: [Clifton, Nicole \(DCPS\)](#); [Leland, Daniel \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#); [Kinard, Latisha \(DCPS\)](#); [Onwukwe, Bianca \(DCPS\)](#); [Baird-Thompson, Elizabeth \(DCPS\)](#); [Bowie, Vonia \(DCPS\)](#); [Brown, Meghan \(DCPS\)](#); [Howard, Milo A. \(DCPS\)](#); [Stanley, Taylor \(DCPS\)](#); [Odukoya, Lola \(DCPS\)](#); [Fuller, Jennifer \(DCPS\)](#); [Kieh, Sakon \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [Welch, Sharon \(DCPS\)](#); [Harper, Robyn \(DCPS\)](#); [Ebron, Marquita B. \(DCPS\)](#); [Fray-Evans, Jillian \(DCPS\)](#); [Brooks, Lauren \(DCPS\)](#); [Wilds, Shawn \(DCPS\)](#); [Byrd, Thomas E. \(DCPS\)](#); [Brown, Lauren \(DCPS\)](#); [Hines, Sherman \(DCPS\)](#); [Blake, William \(DCPS\)](#); [Aking, Bode \(DCPS\)](#); [Edwards, Leslie \(DCPS\)](#); [Shaw, Kelli \(DCPS\)](#); [Thomas, Wesley \(DCPS\)](#); [Burney, Shanita \(DCPS\)](#); [Carter, Stacey \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Haith, William \(DCPS\)](#); [Alston, Michael A. \(DCPS\)](#); [Hammett, Emily \(DCPS\)](#); [McClain, Justin \(DCPS\)](#); [Butler, Krystal \(DCPS\)](#); [Williams, Richard \(DCPS\)](#); [Booker, Ellis \(DCPS\)](#); [DCPS, OSIS \(DCPS\)](#); [Robinson, Sharona \(DCPS\)](#); [Nettles, Carlton \(DCPS\)](#); [Welch, Sekenia \(DCPS\)](#); [Ifedi, Amaris \(DCPS\)](#); [Jackson, Maria \(DCPS\)](#); [Santiago, Travis L. \(DCPS\)](#); [Igwebuike, Tracy \(DCPS\)](#); [Williams, Allyson \(DCPS\)](#); [Howard-Stroud, Adia \(DCPS\)](#); [Charlotte Flournoy \(DCPS\)](#); [Cooke, Michaela \(DCPS\)](#); [Egonmwan, Vincentia \(DCPS\)](#); [Stewart, Delarious \(DCPS\)](#); [Cruz, Shareen \(DCPS\)](#); [Chambers, Alicia \(DCPS\)](#); [Vance, Lindsey \(DCPS\)](#); [Price, James \(DCPS\)](#); [Kaijage, Tiffany \(DCPS\)](#); [Coleman, Melanie \(DCPS\)](#); [Miller, Taneka \(DCPS\)](#); [Lewis, Monique \(DCPS\)](#); [Butler, Candace \(DCPS\)](#); [Brown, Ricky \(DCPS\)](#); [Hilton, LaVeta \(DCPS\)](#); [Harris, Terrell \(DCPS\)](#); [Cherry, Shawn \(DCPS\)](#); [Govan, Eboni \(DCPS\)](#)
Subject: Thank You for Attending Wednesday's Affinity Space
Date: Friday, April 23, 2021 5:01:58 PM
Attachments: [image003.jpg](#)
[April 21 DCPS Black Affinity.pptx](#)

Happy Friday, everyone,

Thank you again for attending Wednesday's Black Affinity Space. **Big thank you for Xayna and Yiesha for their facilitation.** Their PowerPoint from Wednesday is attached.

I saw this post today and wanted to share because it really resonated with me after the verdict of the Derek Chauvin case:



Xayna and Yiesha did an amazing job of making sure that Wednesday's space was specifically **for us, by us**. Check out the full [Instagram post by Refinery 29](#) for more ways to check in with yourself right now – especially during times when it can feel like the focus is placed on educating others.

I also want to acknowledge that there can be a gap in the number of resources also made available for our non-binary Black community and Black men to practice self-care. So, sharing these resources too:

- [Man to Man: 6 simple self-care tips for the fellas \(Grio\)](#);
- [Healing Resources for Black Queer and Trans Communities \(The LGBT Health Resource Center\)](#)
- [Black men and self-care. What are we missing? \(Very Good Light\)](#)
- [14 Black LGBTQ+ Folks on How They're Taking Care of Themselves Right Now \(SELF\)](#)

A few additional resources shared during Wednesday's space can be accessed below:

[Calm](#) (App)

- [Rachel Cargle's Concept Of 'Humane Scheduling' Is Inspiring AF](#) (Article)
- [Set Boundaries, Find Piece](#) (book)

Co-Facilitating: And of course, if you're interested in co-facilitating the next space on **Wednesday, May 12**, feel free to reach out to dcps.equity@k12.dc.gov.

Last but not least, here are some upcoming events that might be of interest to you:

- **May 5 @ 3:30 p.m.:** Anti-Racist Educator University with Zaretta Hammond ([hyperlinked](#))
- **May 6 @ 12:30 p.m.:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))
- **May 26 @ 3:30 p.m.:** Anti-Racist Educator University with Roxane Gay ([hyperlinked](#))
- **June 9 @ 3:30 p.m.:** Anti-Racist Educator University with Dr. Joy Harden Bradford ([hyperlinked](#))
- **All Year:** DCPS staff can participate in a free virtual Courageous Conversations About Race course using the coupon code **DCPS1200** ([hyperlinked](#))

Have a great weekend!

Best,
Lizz

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Bcc: [Malone, Josie \(DCPS\)](#)
Subject: Thank You for Engaging in Affinity Spaces this School Year!
Date: Wednesday, June 30, 2021 5:53:17 PM
Attachments: [image002.jpg](#)

DCPS family,

Thank you to everyone who participated in [Central Office racial affinity spaces](#) this school year! As you may recall, The Equity Strategy and Programming Team re-launched affinity spaces as safe spaces for you to reflect and process following the tragic deaths of Ahmaud Arbery, Breonna Taylor, George Floyd and Tony McDade in June 2020.

Today in 2021, we know this work does not happen alone – it happens through the collective power of community. School-based staff and Central Office staff across DCPS came together to facilitate monthly racial affinity spaces and bi-monthly cross-racial affinity conversations. Because of you, we came together.

Your feedback is powerful: The work continues and these spaces will be held in the upcoming school year. Your feedback is valuable to ensure we are able to not only continue making space but also improving those spaces. If you haven't already had the opportunity to provide feedback with your group, [feel free to use this feedback form to do so anonymously](#).

As we prepare for much needed breaks, vacation and radical rest, see below for a few upcoming events and opportunities that may be of interest to you throughout the summer.

Additional Upcoming Events/Opportunities

- **\$200 Teacher Stipend:** [Summer Virtual Anti-Racist Challenge \(DCPS & The Anti-Racist Table\)](#)
 - The first 300 teachers who complete the challenge and are WTU employees will receive a \$200 stipend for engaging in this summer challenge.
 - The top school or Central Services Office with the highest percentage of staff participation will also receive an anti-racist resource or partner-led PD of their choice for every staff member.
- [Anti-Racist Educator University recordings \(DCPS\)](#)
- [The Black Girl's Guide to Self-Care \(Therapy for Black Girls\)](#)
- [Self-Care Archives \(Therapy for Black Girls\)](#)
- [Free therapy for Black principals! \(Hurdle\)](#)
- [Self-Care for the Summer \(Teaching Tolerance Webinar\)](#)
- [Self-care and Privilege during the COVID-19 Pandemic \(ProInspire\)](#)
- **FREE** copy of How to Be An Anti-Racist (**Ibrahim Kendi**)*
- **FREE:** [Courageous Conversations About Race Virtual Academy up to \\$65 in value](#). (**Coupon Code: DCPS1200**)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)](#)*
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)](#)*

- **Beginning July 27:** [Decolonizing the Curriculum: Summer Series](#) (Teaching for Change and WTU)

**Reach out to dcps.equity@k12.dc.gov about receiving free access to or more information about this resource/offering.*

Best,
Equity Team

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](#)


Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Equity Advisory Committee](#)
Cc: [Bethany Henderson](#); [Charity Blackwell](#); [Katrina Owens](#)
Bcc: [Lin, Claire \(DCPS\)](#)
Subject: Thank you for Engaging with the Equity Action & Advisory Committee in SY20-21!
Date: Thursday, June 3, 2021 10:02:43 AM
Attachments: [image004.jpg](#)
[image001.png](#)
[image002.png](#)

Good morning, Equity Action and Advisory Committee,

Thank you for joining us for **our last meeting of the school year, yesterday, Wednesday, June 2**. A recording of the first 15 minutes of that meeting can be accessed [here](#) as we reflected on the past year.

Thank you to **Bethany, Charity and Katrina** [DC Scores](#) for leading the rest of our meeting in a continued conversation around Brave Spaces grounded in self-care. To ensure the conditions necessary to create a Brave Space, we did not record that part of the meeting. However, their PowerPoint presentation can be accessed  [here](#).

If you didn't have a chance to sign in, [please do so by the end of the week](#) so we can ensure you receive your meal gift card!

Last but certainly not least, thank you to our Equity Action & Advisory Planning Committee for curating meaningful experiences for the committee every month:

- **Ina Slaughter**, Brightwood Education Campus
- **Jon Rolle**, Ida B. Wells Middle School
- **Kristen Corliss**, Jefferson Academy Middle School
- **Lizz Rene**, Equity Strategy and Programming Team
- **Melvin Hardy**, Duke Ellington School of the Arts
- **Rian Reed**, The New Stephen E. Kramer Middle School
- **Rhonda Ferguson**, Turner Elementary School
- **Robyn Harper**, Equity Strategy and Programming Team

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

A picture containing text, person, smiling, posing? ? Description automatically generated

Within DCPS

- **FREE** copy of How to Be An Anti-Racist*
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford**, Founder of Therapy for Black Girls ([hyperlinked](#))
 - **4:30PM:** PLC on Radical Rest: Mindfulness as an Equity Practice, Dekebra Crowe, Turner ES
 - **4:30PM:** Radical Self Care Through an Equity Lens, AP Sharon Michaels, King ES
 - **4:30PM:** Brave Spaces – Self Care through an Equity Lens in Central Office, Dr. William Blake & Dr. Nicole Clifton, SEL Team
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Multi-Racial Affinity Group ([hyperlinked](#))

*Reach out to dcps.equity@k12.dc.gov for your coupon code.

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (Coupon Code: **DCPS1200**)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)](#)
- **July 20 - 22:** [Teaching Coming of Age in a Complex World \(Facing History\)](#)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)](#)
- **August 6 – 7:** [Antiracism for Educators - The Conference \(Equity Consulting\)](#)

If you know someone who would like to be added to/removed from the Equity Action and Advisory Listserv, please e-mail dcps.equity@k12.dc.gov.

Best,
Equity Team

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Equity Strategy and Programming



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Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Bcc: [Hart, Swea \(OSSE\)](#)
Subject: Thank You: #SayHerName - Black Affinity Space
Date: Friday, September 25, 2020 2:10:52 PM
Attachments: [image003.png](#)
[image002.jpg](#)
[image006.jpg](#)
[I Love My Hair.pdf](#)

Thank you all for joining today's affinity space.

Congratulations again to Mr. Byrd on receiving a nomination for The National Society of Leadership and Success this week!

The next affinity space will take place on **Wednesday, Oct. 14 at 4PM** via [Microsoft Teams](#).

A few resources shared in today's space can be found below:

- [10 morning affirmations for Black girls](#) (Simple Sunday)
- [5 Tips to Protect Your Peace](#) (Instagram)
- I Love My Hair: The Weaponizing of Black Girls Hair by Educators in Early Childhood Education - Attached (Early Childhood Education Journal)
- [Progress from Protests](#) (Twitter)
- [The interest convergence dilemma](#) (The New York Times)
- [Working from home while Black](#) (Harvard Business Review)

Equity Team

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[Register Today for the EMOC/Reign Virtual Conference Happening on 9/26!](#)



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#)
Cc: [Ilar, Jerry \(DCPS\)](#); [Kim, Melissa \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Tzow, Helen \(DCPS\)](#); [Kuo, Charles \(DCPS\)](#)
Bcc: [Malone, Josie \(DCPS\)](#)
Subject: Thank You: Cross-Racial Affinity Space (5/6)
Date: Monday, May 10, 2021 4:28:05 PM
Attachments: [image003.jpg](#)
[image004.png](#)
[image001.gif](#)

Happy Monday, everyone!

Thank you all for engaging in last Thursday's cross-racial affinity space led by the Asian American Pacific Islander (AAPI) Affinity group.  [Slides can be accessed here.](#) You are more than welcome to use this content in other spaces.

A note from Kathryn as you review slides: *"The last few slides highlight lesser known known AAPI Heroes & role models. The last slide has resources for further reading and events happening in the DMV this month for AAPI Heritage Month."*

DCPS is also excited to celebrate our AAPI educators and staff across DCPS social media channels. If you or a member of your staff are interested in sharing what AAPI Heritage Month means to you and would like to represent your team/office on DCPS social media, please complete [this brief form](#) and send a selfie photo to [Kelli Shaw](#). You are also welcome to forward this information to your school networks.

Special thank you to our facilitators:

- Charles Kuo
- Deputy Chancellor Melissa Kim
- Helen Tzow (*Although you weren't able to join, we appreciate your support in curating this experience*)
- Jerry Ilar
- Kathryn Breisch
- Rohan Dharan

As a reminder, here are a few of the resources shared in the chat:

Resource	Shared by
Celebrating AAPI Heritage Month: A Conversation with Author Hena Khan (May 11 at 2PM EST)	Raquel
How to Help India Amid the Covid Crisis	Keerthana
Stop AAPI Hate National Report	Jerry
Model Minority Myth (Publication)	Charles
The Myth of the Model Minority (Video)	Charles
DC's Missing Chinatown: Lessons Learned About Sustainable Neighborhood Development	Charles
AAPI Story Time	Karen
Asian Lit for Kids	IS Caruthers

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

Within DCPS

- **May 14 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **May 19 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **May 26 @ 3:30PM:** Anti-Racist Educator University with **Roxane Gay** ([hyperlinked](#))
- **June 2 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford** ([hyperlinked](#))
- **June 11 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group

([hyperlinked](#))

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (Coupon Code: DCPS1200)
- **May 13 – 14:** [Harvard Reimagining Integration Diverse & Equitable Schools Project \(RIDES\) Annual Conference \(Equity Improvement Network\)](#)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)*](#)
- **July 20 - 22:** [Teaching Coming of Age in a Complex World \(Facing History\)](#)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)*](#)
- **August 6 – 7:** [Antiracism for Educators - The Conference \(Equity Consulting\)](#)

**Reach out to dcps.equity@k12.dc.gov for free registration.*

Apahm GIFs - Get the best GIF on GIPHY



Best,
Equity Team

Equity Team

Equity Strategy and Programming

**Office of School Improvement and Student Supports**

District of Columbia Public Schools

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Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Equity Advisory Committee](#)
Bcc: [Lin, Claire \(DCPS\)](#)
Subject: Thank You: Equity Action and Advisory Committee Meeting (3/3)
Date: Thursday, March 4, 2021 5:21:44 PM
Attachments: [image001.jpg](#)

Happy Friday Eve!

Thank you for attending yesterday's Equity Action and Advisory Committee Meeting.

See below for a quick recap:

- **Recording:** The recording of our session can be accessed [here](#).
- **Sign in:** If you didn't have a chance to sign in, please do so using the following link:
<http://tinyurl.com/EquityDCPS>
- **Share more resources:** Please do not hesitate to [share additional resources](#) with the committee using the hyperlinked document..

Our next meeting will take place on **Wednesday, April 7 at 4:00PM.**

However, below are a few additional engagements that may be of interest to you before we meet again!

- **Recordings Available:** Last month LaTrice Lyle of EDquity Consulting led webinars on [the Six Elements of Social Justice Education](#) & [Combatting Curriculum Violence](#). E-mail dcps.equity@k12.dc.gov for access to the recordings (limited access available so this is first come – first serve)!
- **March 10 @ 4PM:** Central Office Black Affinity Space honoring Women's History Month ([hyperlinked](#))
- **March 19 @ 10:30AM:** Central Office PD on Leading for Equity (*invite to follow*)
- **March 26 @ 10:30AM:** Central Office Equity 101 Session (Refresher on the DCPS Equity Framework) (*invite to follow*)
- **March 31 @ 3:30PM:** Anti-Racist Educator University with Dena Simmons ([hyperlinked](#))
- **April 7 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **May 6 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))
- **All Year:** DCPS staff can participate in a free virtual Courageous Conversations About Race course using the coupon code **DCPS1200** ([hyperlinked](#))

Best,
Equity Team

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Equity Strategy and Programming



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District of Columbia Public Schools

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Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Equity Advisory Committee](#)
Bcc: claire.lin.dc.gov@dck12.mail.onmicrosoft.com
Subject: Thank You: Equity Action and Advisory Committee Meeting (4/7)
Date: Friday, April 9, 2021 1:50:08 PM
Attachments: [image001.jpg](#)
[Flyer - Antiracist Educator University.pdf](#)

Happy Friday, Equity Action and Advisory Committee!

Thank you for attending Wednesday's Equity Action and Advisory Committee Meeting on **April 7**.

As we come off the heels of a tumultuous week which started with the passing of a fearless leader, WTU President Elizabeth Davis, we prepare for a transition into a much needed break. Please remember to take time to pause, reflect and make space for radical rest wherever possible.

See below for a quick recap of Wednesday's meeting:

- **Recording:** The recording of our session can be accessed [here](#).
 - **Please note:** The first half of the meeting was not recorded to build the conditions for a safe space as we met in affinity groups to discuss the recent rise in anti-AAPI violence.
- **Sign in:** If you didn't have a chance to sign in, please do so using the following link: <http://tinyurl.com/EquityDCPS>
 - **Congratulations Tiffany Brown!** You will be receiving two Uber Eats gift cards this month for correctly answering the trivia question about Marvin Gaye during our meeting.
- **Charles Sumner Museum:** Support the museum in collecting COVID-related Narratives by taking [this brief survey](#).
 - **Contact Kimberly Springle** for more information: info.sumnermuseum@dc.gov
- **Collaborating to Support Displaced Students:** For more information and thought partnership, contact tierra.washington@k12.dc.gov.
- **The Anti-Racist Table 30 Day Challenge:** Thank you for your feedback on the tentative Princeton Study with DCPS!
 - **Details:** More information on this study will be made available in the upcoming months.
 - **Contact Kirsten and Lynn:** For more information or to offer more feedback on incentives for teachers to complete the study and timing: antiracisttable@gmail.com

Additional resources shared in the space can be found below:

- **AAPI Solidarity Resource** ([The Management Center](#))
- **Asian American Racial Justice Toolkit:** <https://www.asianamtoolkit.org/the-toolkit>
- **A Conversation With Asian-Americans on Race** ([NY Times](#))
- **The History of Washington's Public Schools Resides in One of its Finest Buildings** ([Washington Post](#))
- **Share more resources:** Please do not hesitate to [share additional resources](#) with the committee using the hyperlinked document.

Our next meeting will take place on **Wednesday, May 5 at 4:00PM.**

However, below are a few additional engagements that may be of interest to you before we meet again!

- **April 5 – May 7:** Apply for the City Bridge Design Fellowship ([hyperlinked](#))
- **April 9 @ 4PM:** Harvard RIDES Webinar- Virtual Communities of Practice for Adult Learning: Building Capacity to Implement Trauma-Informed Practices ([hyperlinked](#))
- **April 28 @ 3:30PM:** Anti-Racist Educator University (flyer attached/[hyperlinked](#))
- **May 6 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))
- **May 6 @ 3:30PM:** Harvard RIDES Webinar, “RIDES Webinar- Beyond Brown: Leading for Racial Equity in a Southern Context” ([hyperlinked](#))
- **May 13 – 14:** Harvard RIDES Conference ([hyperlinked](#))
- **All Year:** DCPS staff can participate in a free virtual Courageous Conversations About Race course using the coupon code **DCPS1200** ([hyperlinked](#))

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [McClain, Justin \(DCPS\)](#)
To: [Butler-Neale, Danielle \(DCPS\)](#)
Subject: Black Affinity Space
Date: Wednesday, April 21, 2021 3:48:00 PM

https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZjNjZDg3NDItYjljZC00YmFjLWFEwNzktOTBlZDhkZml2Yjg2%40thread.v2/0?context=%7b%22Tid%22%3a%22aa046ee-b34e-4a33-92b7-999df2bc0a32%22%2c%22Oid%22%3a%22b3b53a5c-fa80-46b8-b688-393af9e6f706%22%7d

Justin McClain, Ed.D

Manager of Student Behavior
Office of School Improvement and Supports
Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, N.E.

Washington, DC 20002

C: 202-794-3604

E: justin.mcclain@dc.gov

W:<http://dcps.dc.gov>

If you are in need of SBT support (access to the platform, password reset, entering infractions, etc.), the help desk can be reached at 1-800-574-0236 x5 or by email at support@access411.com. The SBT website is <http://sbt.dcps.in.dc.gov/>.

OR

To gain VPN access, send an email to dcps.vpn@k12.dc.gov with their cell phone number (used for two-factor authentication text messages).

From: [McClain, Justin \(DCPS\)](#)
To: [Howard, Milo A. \(DCPS\)](#); [Jackson, Nigel \(DCPS\)](#)
Subject: Black Affinity Space Session Tomorrow
Date: Tuesday, May 18, 2021 6:53:19 PM

Good Evening Team,

I wanted share the article we will discuss tomorrow afternoon during this session tomorrow. Please click [here](#) to review the article. I will pull together a quick deck to guide us and create 2-3 questions to guide the group.

Justin McClain, Ed.D

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From: [Rene, Elizabeth \(DCPS\)](#)
To: [Miller, Chris \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Oladipo, Samuel \(DCPS\)](#); [McClain, Justin \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#); [Novoa-Marcano, Edgar \(DCPS\)](#); [Ortiz, Raquel \(DCPS\)](#); [Leland, Daniel \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Nelson, Jennifer \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#)
Cc: [Mustian, Katherine \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Larkin, Kerri \(DCPS\)](#); [Woodman, Madeleine \(DCPS\)](#)
Subject: CCAR Resource for Affinity Spaces
Date: Wednesday, March 24, 2021 8:46:55 AM
Attachments: [SAVE THE DATE This Moment in Asian Solidarity at Courageous Conversation Virtual Forum Monday March 29th 130pm PT.msg](#)
[Great Meeting! Affinity Group Facilitator Meeting \(New Year Visioning\) - 126.msg](#)
[image003.jpg](#)

Good morning, everyone,

Sharing the attached engagement from Courageous Conversations About Race if you'd like to share with your respective affinity spaces. I know some of you have already held space this month. However, if you've noticed folks wanting to continue the conversation and processing, Courageous Conversation has a free opportunity to do so on **Monday, March 29th at 4:30pm ET** (attached).

Also, as a reminder, [Courageous Conversation Virtual Academies](#) are still available and **free to DCPS staff using the coupon code DCPS1200**.

Last but not least, our next facilitator meeting together will be held on **Tuesday, April 20th from 12-12:30PM** to continue the conversation we had in January about conveying the impact of these spaces through data, refining our goals and preparing for the upcoming school year. Notes from the last meeting are attached for additional reference.

The agenda for our April meeting can be found below:

- At least one form of data to collect and when to collect the data – **Kathryn**
- Keeping or revising goals based on the feedback from the January meeting – **Chris**
- Upcoming opportunities to gather feedback from affinity groups aligned to district priorities (e.g. feedback on Framework, ARE-U, Central Office PD and other upcoming initiatives) - **Lizz**

Best,
Lizz

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Website: dcps.dc.gov/equity

-----Original Appointment-----

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, June 9, 2020 2:24 PM

To: Rene, Elizabeth (DCPS); Miller, Chris (DCPS); Ilar, Jerry (DCPS); Oladipo, Samuel (DCPS); McClain, Justin (DCPS); Clifton, Nicole (DCPS); Novoa-Marcano, Edgar (DCPS); Ortiz, Raquel (DCPS); Leland, Daniel (DCPS); Crowder, Christina (DCPS); Nelson, Jennifer (DCPS); Thomas, Maggie (DCPS); DESHIELDS, JUDONN (DCPS)

Cc: Mustian, Katherine (DCPS); Breisch, Kathryn (DCPS); Larkin, Kerri (DCPS); Woodman, Madeleine (DCPS)

Subject: Bi-Monthly Facilitator Affinity Spaces Prep/Debrief Meetings

When: Tuesday, April 20, 2021 12:00 PM-12:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hello everyone,

Adding voluntary facilitators of Central Office racial affinity spaces to this bi-monthly meeting series for bi-monthly to discuss the following:

- Overarching feedback and trends in individual affinity spaces
- Anchor content/alignment across affinity spaces
- Prep/debrief of cross-racial dialogue spaces
- Measuring progress/impact
- Outstanding questions

Microsoft Teams meeting

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[Learn More](#) | [Meeting options](#)

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Nelson, Jennifer \(DCPS\)](#)
Subject: Deck from Yesterday's Black Affinity Space
Date: Thursday, March 11, 2021 9:59:00 AM
Attachments: [image001.jpg](#)

Hey Jenn,

Would you mind sharing a link to the deck from yesterday's affinity space so I can follow-up and share via e-mail?

I'm trying to figure out how to send it only to the people who attended though so I may not end up sending it out the entire listserv like I usually do.

Best,
Lizz

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

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Website: dcps.dc.gov/equity

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Miller, Chris \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Oladipo, Samuel \(DCPS\)](#); [McClain, Justin \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#); [Novoa-Marcano, Edgar \(DCPS\)](#); [Ortiz, Raquel \(DCPS\)](#); [Leland, Daniel \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Nelson, Jennifer \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#)
Cc: [Mustian, Katherine \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Larkin, Kerri \(DCPS\)](#); [Woodman, Madeleine \(DCPS\)](#)
Subject: Final Affinity Spaces of the School Year! <Garnering Feedback>
Date: Thursday, June 10, 2021 3:43:29 PM
Attachments: [image001.jpg](#)

Hi everyone,

Can you believe that it's been one full year since we formalized affinity spaces in DCPS? We could not do this without the support of each and every one of you as consistent facilitators who kept these spaces going in your respective groups!

Some of your groups may ask to keep the monthly meetings going through the summer. However, if you need a break **please take a break!** It's totally up to you and your group.

As a reminder – please plan to gather feedback from your affinity groups in whatever way aligns best with the tone and space you've already created. That might look like:

- An open discussion including gratitude and reflections on the past year
- Focus groups to offer feedback on glows and grows
- A survey to collect feedback more broadly
- Or something completely different

A few example questions to be used in whatever format you decide can be accessed here:

<https://forms.office.com/Pages/ResponsePage.aspx?id=7kagKk6zM0qSt5md8rwKMirZFEHU82FNth8AqDO8PQRUNE9WT05ZSk9TVjhGVk00NzBOWUpaUUhSRy4u>

You can also feel free to share and use the anonymous as-is.

We'll plan to debrief feedback during our next facilitator meeting on **Monday, June 28, 2021 at 3:00PM**. If your next affinity space doesn't happen before then just give me a heads up!

Best,
Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



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-----Original Appointment-----

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, June 9, 2020 2:24 PM

To: Rene, Elizabeth (DCPS); Miller, Chris (DCPS); Ilar, Jerry (DCPS); Oladipo, Samuel (DCPS); McClain, Justin (DCPS); Clifton, Nicole (DCPS); Novoa-Marcano, Edgar (DCPS); Ortiz, Raquel (DCPS); Leland, Daniel (DCPS); Crowder, Christina (DCPS); Nelson, Jennifer (DCPS); Thomas, Maggie (DCPS); DESHIELDS, JUDONN (DCPS)

Cc: Mustian, Katherine (DCPS); Breisch, Kathryn (DCPS); Larkin, Kerri (DCPS); Woodman, Madeleine (DCPS)

Subject: June Facilitator Affinity Spaces Prep/Debrief Meetings (w/ pre-work)

When: Monday, June 28, 2021 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hello everyone,

Moving our June conversation to the end of the month to give everyone the opportunity to complete the following pre-work:

- Please plan to collect qualitative (informal or focus groups) or quantitative data (formal or surveys) from your affinity groups on their experience.
 - [A sample survey can be accessed here](#) with questions you can ask your group aloud at your last meeting or in a survey format at the end of the meeting.

Our agenda for this meeting will be as follows:

- Updates from the District on Anti-Racist/Whole Child Commitment
 - How does this inform/align with affinity spaces moving forward?
- Update from senior leadership on data points most important for measuring the impact of affinity groups
- Review high-level takeaways from qualitative/quantitative affinity group feedback from the school year
- Clarifying purpose/goals for next year
 - This space exist to do: _____
- Gratitude to facilitators

Best,

Lizz

Microsoft Teams meeting

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From: [Nelson, Jennifer \(DCPS\)](#)
To: [Jones, Fallon \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#); [Butler-Neale, Danielle \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Harrison, Carissa \(DCPS\)](#)
Subject: Follow-Up- Black Affinity Space: I See You Sis!
Date: Friday, March 5, 2021 10:59:13 AM
Attachments: [image001.jpg](#)

Happy Friday Ladies,

I just shared the [DRAFT deck](#) for next week's I See You Sis space. I look forward to connecting with y'all soon 😊!

Jenn

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



Office of School Improvement and Supports

Social Emotional Academic Development

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Website: dcps.dc.gov/equity

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Nelson, Jennifer \(DCPS\)](#)
Subject: FW: Great Meeting! Affinity Group Facilitator Meeting (New Year Visioning) - 1/26
Date: Tuesday, February 2, 2021 10:14:00 AM
Attachments: [Flyer - DCPS Anti-Racist Educator University Professional Learning Arc.pdf](#)
[image003.jpg](#)
[image004.jpg](#)

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, January 26, 2021 4:12 PM

To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Oladipo, Samuel (DCPS) <Samuel.Oladipo@k12.dc.gov>; McClain, Justin (DCPS) <Justin.Mcclain@k12.dc.gov>; Clifton, Nicole (DCPS) <Nicole.Clifton@k12.dc.gov>; Novoa-Marcano, Edgar (DCPS) <Edgar.Novoa-Marcano@k12.dc.gov>; Ortiz, Raquel (DCPS) <raquel.ortiz@k12.dc.gov>; Leland, Daniel (DCPS) <daniel.leland@k12.dc.gov>; Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>; Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>; Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@K12.dc.gov>; Mustian, Katherine (DCPS) <Katherine.Mustian@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>; Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>

Subject: Great Meeting! Affinity Group Facilitator Meeting (New Year Visioning) - 1/26

Hi everyone,

Such a meaningful meeting today. Big thanks to Kathryn and Chris for leading us through two very important portions of the agenda on revisiting our goals and data to convey the impact of affinity spaces!

Resources from today's meeting can be found below:

- [PowerPoint slides](#)
- [Recording](#)
- [Thought catcher](#)

During our next meeting, let's plan to finalize:

- At least one form of data to collect and when to collect the data – **Kathryn**
- Keeping or revising goals based on the feedback from this meeting – **Chris**
- Upcoming opportunities to gather feedback from affinity groups aligned to district priorities (e.g. feedback on Framework, ARE-U, Central Office PD and other upcoming initiatives) - **Lizz**

As promised, please also find below information about Anti-Racist Educator University for you to share with your affinity groups, schools you support and DCPS networks. Flyer is also attached.

DRAFT LANGUAGE FOR SUPERINTENDENTS

Good morning,

Please share the following draft message with your schools to spread the word about a new DCPS led series, *Anti-Racist Educator University*.

*On **February 3, 2021**, DCPS is excited to officially launch the first [Anti-Racist Educator University](#) led by any school district. Your work and feedback has been a catalyst for change. Many of you have engaged in conversations about race and equity with your students, families and colleagues. However, many more of you have asked how to translate those conversations into action.*

[Anti-Racist Educator University](#) is an opportunity to proactively apply what we've learned about race and equity to our daily practice in the classroom as well as shifting policies, mindsets and culture.

*Anti-Racist Educator University is a strategic lever that provides DCPS educators with shared learning rooted in a collective commitment to active anti-racism. That's why it applies the pillars of anti-racism and [the DCPS Equity Framework](#) with action through **Content Experts, Professional Learning Communities** and **Micro-Credentialing**. PLUs and certification are available at no cost.*

*The first guest speaker in this series is Cierra Kaler-Jones of Teaching for Change. Tune into her webinar on **Teaching Black History and Black Lives Matter Week of Action at School – Beyond Performative** - available now on the [Anti-Racist Educator University SharePoint site](#).*

*Our first professional learning communities will take place on **Wednesday, February 3**, led by two DCPS teachers on the following topics:*

- **3:30 – 4:15PM: Teaching the 1619 Project** by Alysha Butler-Arnold, McKinley

Tech HS

- **4:15 – 5:00PM: Simulations Do's & Don't's** by Emory Calhoun, Dunbar HS

If you are interesting in registering for this series, which includes monthly guest speakers, PLCs and a self-paced Canvas Course, please [register here](#).

If you have any questions, please review the attached flyer or reach out to dcps.equity@k12.dc.gov for more information.

DRAFT LANGUAGE FOR OSIS AND OTL

*On **February 3, 2021**, the Office of School Improvement and Student Supports in collaboration with the Office of Teaching and Learning are excited to announce the very first [Anti-Racist Educator University](#) led by any school district. Your work and feedback has been a catalyst for change. Many of you have engaged in conversations about race and equity with our schools, families and fellow colleagues. However, many more of you have asked how to translate those conversations into action.*

[Anti-Racist Educator University](#) is an opportunity to proactively apply what we've learned about race and equity to our daily practice supporting schools as well as shifting policies, mindsets and culture.

*Anti-Racist Educator University is a strategic lever that provides DCPS educators with shared learning rooted in a collective commitment to active anti-racism. It applies the pillars of anti-racism and [the DCPS Equity Framework](#) with action through **Content Experts, Professional Learning Communities** and **Micro-Credentialing**. PLUs and certification are available at no cost.*

Although geared towards DCPS educators, we invite all Central Office staff to learn alongside our teachers during this series because we are all in the service of putting equity and students first.

*The first guest speaker is Cierra Kaler-Jones of Teaching for Change. Tune into her webinar on **Teaching Black History and Black Lives Matter Week of Action at School – Beyond Performative** - available now on the [Anti-Racist Educator University SharePoint site](#).*

*Our first professional learning communities will take place on **Wednesday, February 3**, led by two DCPS teachers on the following topics:*

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- **4:15 – 5:00PM: Simulations Do's & Don't's** by Emory Calhoun, Dunbar HS

If you are interesting in registering for this series or sharing with the schools you support, please [register here](#).

If you have any questions, please review the attached flyer or reach out to dcps.equity@k12.dc.gov for more information.

Best,

Lizz

[She/Her/Hers](#)

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

-----Original Appointment-----

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, June 9, 2020 2:24 PM

To: Rene, Elizabeth (DCPS); Miller, Chris (DCPS); Ilar, Jerry (DCPS); Oladipo, Samuel (DCPS); McClain, Justin (DCPS); Clifton, Nicole (DCPS); Novoa-Marcano, Edgar (DCPS); Ortiz, Raquel (DCPS); Leland, Daniel (DCPS); Crowder, Christina (DCPS); Nelson, Jennifer (DCPS); Thomas, Maggie (DCPS); DESHIELDS, JUDONN (DCPS)

Cc: Mustian, Katherine (DCPS); Breisch, Kathryn (DCPS); Larkin, Kerri (DCPS); Woodman, Madeleine (DCPS)

Subject: Affinity Group Facilitator Meeting (New Year Visioning)

When: Tuesday, January 26, 2021 12:00 PM-1:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hi everyone,

Moving this meeting up a bit so we can use it as an opportunity to revisit our [affinity group goals](#) moving forward for the remainder of the school year.

We will plan to use the 90 minutes to discuss the following. I assigned different roles for the agenda based on the folks who presented the idea for discussion.

- What's happening at the district level around equity in 2021 and how can we connect this to our affinity group goals/focus **(Lizz)**

- Reframing/revisiting goals for our affinity groups – “What do we want to be true about this work by the end of the school year?” **(Chris)**
- Exploring data points to measure value add/progress of affinity groups **(Kathryn)**

Rough [notes](#) from our last meeting on 12/15 can be found below.

Meeting Notes/Ideas from Dec. 15

- Lisa Delpit quote – “Don’t pretend you don’t have power. Use it responsibly.”
 - Data to substantiate our work
 - Measure progress and value add of affinity groups
 - Connection to employee retention
 - Data about who we are as an agency as it relates to race and equity
 - Data to show the need for affinity to measure retention
 - Target date – February through March – what would we like to accomplish together as a group?
 - Move mindsets
 - Feel welcome
 - Events, etc.
 - Goal-setting/Vision
 - What does leadership want to get out of this work?
 - What do we want to be true about our work by June 2021?
-

A few guiding norms and goals for all affinity spaces:

- **Go beyond celebration:** Central Office (CO) affinity spaces will ensure that the conversation translates identity-related issues into action that helps mitigate those issues in our teams, offices and CO.
 - **Isolate Race:** CO affinity spaces will leverage the [Courageous Conversation protocol](#) – especially the norm of isolating race – in dialogue and collaboration.
 - **A lens for equity:** As CO affinity spaces transition from conversation into action, spaces will ensure those actions are rooted in an equity lens that focuses on policy, identity and mindsets, practices and culture. [The DCPS Equity Framework](#) is a foundational resource for exploring goals and objectives through an equity lens.
 - **Create Cross-Racial Learning Opportunities:** CO affinity spaces will come together in one space for interracial dialogue and learning led by a respective affinity group every other month.
-

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-539-1291,,316489241#](#) United States, Washington DC

Phone Conference ID: 316 489 241#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

From: [Ortiz, Raquel \(DCPS\)](#)
To: [Chaine, Ivy \(DCPS\)](#); [Duong, Hoa \(DCPS\)](#)
Subject: FW: Next Thursday: Cross-Racial Affinity Space led by the AAPI Affinity Group (5/6)
Date: Thursday, April 29, 2021 1:47:00 PM
Attachments: [image001.jpg](#)

Ivy,

As discussed earlier, In case your interested. Also including Hoanita, if you can make it, also please share with others who identify as AAPI at DCPS who you may know and may be interested in joining! They need to hear from everyone – especially all of you that have been with DCPS for so long.

Looking forward to our work together

Raquel Ortiz

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Thursday, April 29, 2021 10:32 AM
To: AAPI Affinity (DCPS) <AAPIAffinity@k12.dc.gov>; Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>; Hispanic/Latinx Affinity (DCPS) <HispanicLatinxAffinity@k12.dc.gov>; Multi-Racial Affinity (DCPS) <MultiRacialAffinity@k12.dc.gov>; White Affinity (DCPS) <WhiteAffinity@k12.dc.gov>
Cc: Kim, Melissa (DCPS) <Melissa.Kim@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Dharan, Rohan (DCPS) <rohan.dharan@k12.dc.gov>; Tzow, Helen (DCPS) <helen.tzow@k12.dc.gov>; Kuo, Charles (DCPS) <Charles.Kuo@k12.dc.gov>
Subject: Next Thursday: Cross-Racial Affinity Space led by the AAPI Affinity Group (5/6)

Good morning, everyone,

Sharing a friendly reminder that **next Thursday, May 6 at 12:30PM** on [Microsoft Teams](#) we will have our next cross-racial affinity space led by the Asian American and Pacific Islander (AAPI) Affinity Group.

We are extremely excited for another affinity space that models a community approach to facilitation! **Deputy Chancellor Kim, Jerry Ilar, Kathryn Breisch, Rohan Dharan, Helen Tzow, and Charles Kuo** will collectively be leading this engagement.

As a reminder, the cross-racial affinity space is a time for all of our affinity groups to come together for cross-racial dialogue. These occur every two to three months and are led by members of respective affinity groups to share an important learning, activity or form of professional development with staff.

We look forward to seeing you all next Thursday! You are more than welcome to encourage other

DCPS colleagues to join our affinity groups [using this link](#).

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Caruthers, Andria \(DCPS\)](#)
To: [Jones, Fallon \(DCPS\)](#); [Mattison, Cynthia \(DCPS\)](#)
Subject: FW: Thank You for Attending Last Week's Black Affinity Space (I see you sis)!
Date: Wednesday, March 17, 2021 7:27:06 AM
Attachments: [Anti-Racist Educator University with Dena Simmons.png](#)

Morning Fallon and Cynthia,
Can you make sure these are in the snapshot for next week? Thanks

Andria Caruthers

Instructional Superintendent

**Office of Secondary Schools
Social Emotional Academic Development**

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

E andria.caruthers@dc.gov

W <http://dcps.dc.gov>

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Tuesday, March 16, 2021 12:56 PM
To: Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>
Subject: Thank You for Attending Last Week's Black Affinity Space (I see you sis)!

Hello everyone,

Thank you again for attending the last Black Affinity Space **for sisters only!** If you attended last week's meeting and would like access to the presentation, feel free to reach out to Jenn: Jennifer.nelson@k12.dc.gov. Many of you also expressed an interest in continuing the conversations among other Black women. Please do not hesitate to reach out if you'd like to take the lead on making that happen.

And of course, if you're interested in co-facilitating the next space on **Wednesday, April 14**, feel free to reach out to dcps.equity@k12.dc.gov.

A few additional reminders and upcoming events that might be of interest o you can be found below:

- **March 19 @ 10 a.m.:** Central Office PD on Leading for Equity (*invites shared separately*)
- **March 25 @ 4 p.m.:** Male Educators of Color Collaborative (MEOCC) "Changing the Narrative" w/ Dr. Marc Lamont Hill. ([hyperlinked](#))
- **March 26 @ 10 a.m.:** Central Office Equity 101 Session (Refresher on the DCPS Equity Framework) (*invites shared separately*)
- **March 31 @ 3:30 p.m.:** Anti-Racist Educator University with Dena Simmons

([hyperlinked](#)/attached)

- **April 7 @ 4 p.m.:** Equity Action and Advisory Committee ([hyperlinked](#))
- **May 6 @ 12:30 p.m.:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))
- **All Year:** DCPS staff can participate in a free virtual Courageous Conversations About Race course using the coupon code **DCPS1200** ([hyperlinked](#))

OSIS is hiring! Please spread the word to your networks about openings for the following positions:

- [Associate, Urban Education Leaders Internship Program \(UELIP\)](#)
- [Coordinator, Equity](#)
- [Director, Whole Child](#)

Best,
Equity Team

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Washington DC 20002

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Twitter: [@DCPSEquity](#)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Brundidge, Amanda \(DCPS\)](#)
To: [DCPS Equity](#)
Subject: FW: Thank You for Attending the Black Affinity Space on 5/19
Date: Friday, May 28, 2021 10:57:08 AM
Attachments: [image003.jpg](#)
[image004.png](#)

Hi,

I would like to reach out about receiving a free copy of "How to Be An Anti-Racist". How can I sign up to receive it?

Thank you,
Amanda

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Friday, May 28, 2021 9:41 AM
To: Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>
Subject: Thank You for Attending the Black Affinity Space on 5/19

Happy Friday, everyone!

Thank you all for engaging in last Wednesday's Black affinity space led by **Milo Howard, Justin McClain and Nigel Jackson**. [Slides can be accessed here](#). You are more than welcome to use this content in other spaces. Our last meeting of the school year will be on **Wednesday, June 16 at 4PM EST**.

Here are a few Malcolm X quotes shared in the space as we celebrated his birthday and legacy. Feel free to choose a quote to inspire or motivate you throughout the rest of the month!

- "Don't be in such a hurry to condemn a person because he doesn't do what you do, or think as you think. There was a time when you didn't know what you know today."
- "Chickens coming home to roost."
- "They won't even admit the knife is there."
- "By any means necessary."
- "Stand for something or fall for anything."
- "You can't separate peace from freedom because no one can be at peace until he has his freedom."
- "You're not to be so blind with patriotism that you can't face reality. Wrong is wrong, no matter who does it or says it."
- "If you stick a knife in my back nine inches and pull it out six inches, there's no progress. If you pull it all the way out that's not progress. Progress is healing the wound that the blow made."
- "Early in life I had learned that if you want something, you had better make some noise."

As a reminder, here are a few of the resources shared in the chat:

Resource	Shared by
The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America, With a New Preface Paperback – July 22, 2019	Nigel
FREE copy of How to Be An Anti-Racist*	Lizz

dcps.equity@k12.dc.gov for the coupon code.

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

Within DCPS

- **June 2 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford**, Founder of Therapy for Black Girls ([hyperlinked](#))
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Multi-Racial Affinity Group ([hyperlinked](#))

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (Coupon Code: **DCPS1200**)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)*](#)
- **July 20 - 22:** [Teaching Coming of Age in a Complex World \(Facing History\)](#)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)*](#)
- **August 6 – 7:** [Antiracism for Educators - The Conference \(Equity Consulting\)](#)

**Reach out to dcps.equity@k12.dc.gov for free registration.*

Best,
Equity Team

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Equity Strategy and Programming



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Website: dcps.dc.gov/equity

From: [Cole, Karen \(DCPS\)](#)
To: [Bennett, Bianca \(DCPS\)](#); [Brown, Heath \(DCPS\)](#); [Campbell, Ashley \(DCPS\)](#); [Cheston, Tara \(DCPS\)](#); [Cole, Karen \(DCPS\)](#); [Corson, Janet \(DCPS\)](#); [Dharan, Rohan \(DCPS\)](#); [Foster, Michelle \(DCPS\)](#); [Fuller, Jennifer \(DCPS\)](#); [Ifedi, Amaris \(DCPS\)](#); [Johnson, Alan \(DCPS\)](#); [Kantzer, Madison \(DCPS\)](#); [Kenyon, Miriam \(DCPS\)](#); [Kieh, Sakon \(DCPS\)](#); [Lambert, Mary \(DCPS\)](#); [Ledbetter, Joshua \(DCPS\)](#); [Mane, Erika \(DCPS\)](#); [Marran, Jillian \(DCPS\)](#); [Mbinack, Marierose \(DCPS\)](#); [Mertus, Sulianie \(DCPS\)](#); [Mitaritonna, James \(DCPS\)](#); [Odukoya, Lola \(DCPS\)](#); [Phillips, Donna \(DCPS\)](#); [Posey, Michael \(DCPS\)](#); [Showell, Brandon \(DCPS\)](#); [Stepter, Ernesto \(DCPS\)](#); [Thomas, Wesley \(DCPS\)](#); [Vance, Lindsey \(DCPS\)](#); [Washburn, Kevin \(DCPS\)](#); [Weatherly, Katy \(DCPS\)](#); [Weaver, Meridith \(DCPS\)](#); [Womack, Joi \(DCPS\)](#); [Lewis, Jennifer \(DCPS\)](#)
Subject: FW: Thank You: Cross-Racial Affinity Space (2/4)
Date: Thursday, February 4, 2021 2:48:15 PM
Attachments: [We The Girls Flyer Feb 9.pdf](#)
[image002.gif](#)
[image001.png](#)
[image004.jpg](#)

ACE,

Today I attended the Cross-racial Affinity Group meeting, today led by the Black Affinity Space. Their presentation is linked here and I learned so much from it. The presenters brought a lot of personal power and emotion to the information, but the [presentation](#) itself is worth viewing. One thing that especially resonated with me was the idea that we can do so much better in Black History Month by going beyond “Heroes and Holidays,” with the common focus on “BMMR” – Barak, Martin, Malcolm, and Rosa. The presenters shared the 13 Black Lives Matters principles, economic models for reparations, and powerful Black American stories, some part of DCPS history.

I look forward to exploring these resources further and invite you to reply-all with any resources or stories you wish to share with your fellow ACEers, or ways you are acting on personal anti-racist commitments this month and this year.

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Thursday, February 4, 2021 2:00 PM
To: AAPI Affinity (DCPS) <AAPIAffinity@k12.dc.gov>; Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>; Hispanic/Latinx Affinity (DCPS) <HispanicLatinxAffinity@k12.dc.gov>; Multi-Racial Affinity (DCPS) <MultiRacialAffinity@k12.dc.gov>; White Affinity (DCPS) <WhiteAffinity@k12.dc.gov>
Subject: Thank You: Cross-Racial Affinity Space (2/4)

Thank you all for engaging in today’s cross-racial affinity space led by the Black Affinity group. [Slides from today can be accessed here](#). You are more than welcome to use this content in other spaces.

Special thank you to our facilitators:

- Chief Bren Elliott
- Robyn Harper
- JuDonn DeShields
- Javi Rodriguez
- Sharona Robinson
- Chantae Campbell
- Paige Hoffman

As a reminder, here are a few of the actions our facilitators left us with to honor and elevate Black

voices, lives and history this month and every month:

Action	Shared by
1. Take Time to Self-Reflect	Robyn
2. Reclaim and Retell Black History	JuDonn
3. Affirm and respect ALL Black experiences and ALL Black Lives	Javi
4. Attentively Listen	Sharona
5. Center empathy and humanity	Chantae
6. Lean into joy as an act of resistance	Paige

Don't hesitate to reach out to dcps.equity@k12.dc.gov if you are interested in either of the following events highlighted at the closing of today's presentation:

- **Feb. 9 @ 4PM:** We The Girls Leadership Cohort (Flyer attached)
- **Feb. 10 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **Feb 24 @ 3:30PM:** Anti-Racist Educator University ([hyperlinked](#))
- **Mar. 3 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **May 6 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))

Image result for happy black history month gif



Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Karttunen, Kirsten \(DCPS\)](#)
To: [Markbreiter, Morgan \(DCPS\)](#)
Cc: [James, Kirsten \(DCPS\)](#)
Subject: FW: Thank You: Cross-Racial Affinity Space (5/6)
Date: Monday, May 10, 2021 4:41:20 PM
Attachments: [image003.jpg](#)
[image004.png](#)
[image001.gif](#)

Hi Morgan,

In case you're interested, you can see some opportunities to participate in equity work in the email below.

Best,


Kirsten

Kirsten Karttunen

Specialist, School Data and Performance

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Monday, May 10, 2021 4:28 PM
To: AAPI Affinity (DCPS) <AAPIAffinity@k12.dc.gov>; Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>; Hispanic/Latinx Affinity (DCPS) <HispanicLatinxAffinity@k12.dc.gov>; Multi-Racial Affinity (DCPS) <MultiRacialAffinity@k12.dc.gov>; White Affinity (DCPS) <WhiteAffinity@k12.dc.gov>
Cc: Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Kim, Melissa (DCPS) <Melissa.Kim@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Tzow, Helen (DCPS) <helen.tzow@k12.dc.gov>; Kuo, Charles (DCPS) <Charles.Kuo@k12.dc.gov>
Subject: Thank You: Cross-Racial Affinity Space (5/6)

Happy Monday, everyone!

Thank you all for engaging in last Thursday's cross-racial affinity space led by the Asian American Pacific Islander (AAPI) Affinity group.  [Slides can be accessed here.](#) You are more than welcome to use this content in other spaces.

A note from Kathryn as you review slides: *"The last few slides highlight lesser known known AAPI Heroes & role models. The last slide has resources for further reading and events happening in the DMV this month for AAPI Heritage Month."*

DCPS is also excited to celebrate our AAPI educators and staff across DCPS social media channels. If you or a member of your staff are interested in sharing what AAPI Heritage Month means to you and would like to represent your team/office on DCPS social media, please complete [this brief form](#) and send a selfie photo to [Kelli Shaw](#). You are also welcome to forward this information to your school networks.

Special thank you to our facilitators:

- Charles Kuo
- Deputy Chancellor Melissa Kim
- Helen Tzow (*Although you weren't able to join, we appreciate your support in curating this experience*)
- Jerry Ilar
- Kathryn Breisch
- Rohan Dharan

As a reminder, here are a few of the resources shared in the chat:

Resource	Shared by
Celebrating AAPI Heritage Month: A Conversation with Author Hena Khan (May 11 at 2PM)	Raquel

EST)	
How to Help India Amid the Covid Crisis	Keerthana
Stop AAPI Hate National Report	Jerry
Model Minority Myth (Publication)	Charles
The Myth of the Model Minority (Video)	Charles
DC's Missing Chinatown: Lessons Learned About Sustainable Neighborhood Development	Charles
AAPI Story Time	Karen
Asian Lit for Kids	IS Caruthers

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

Within DCPS

- **May 14 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **May 19 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **May 26 @ 3:30PM:** Anti-Racist Educator University with **Roxane Gay** ([hyperlinked](#))
- **June 2 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford** ([hyperlinked](#))
- **June 11 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (Coupon Code: DCPS1200)
- **May 13 – 14:** [Harvard Reimagining Integration Diverse & Equitable Schools Project \(RIDES\) Annual Conference](#) (Equity Improvement Network)
- **July 13 - 15:** [Teaching for Equity and Justice Summit](#) (Facing History)*
- **July 20 - 22:** [Teaching Coming of Age in a Complex World](#) (Facing History)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration](#) (Facing History)*
- **August 6 – 7:** [Antiracism for Educators - The Conference](#) (Equity Consulting)

*Reach out to dcps.equity@k12.dc.gov for free registration.

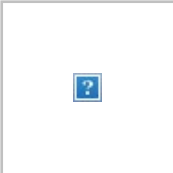
Apahm GIFs - Get the best GIF on GIPHY



Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Washington DC 20002

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Xayna, Sanders \(DCPS\)](#)
To: [Butler, Candace \(DCPS\)](#); [Brown, Ricky \(DCPS\)](#)
Subject: FW: Tomorrow @ 4PM: DCPS Central Office Black Affinity Space (4/21)
Date: Tuesday, April 20, 2021 2:02:00 PM

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Tuesday, April 20, 2021 10:56 AM
To: Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>
Cc: Xayna, Sanders (DCPS) <Xayna.Sanders@k12.dc.gov>; Thompson, Yiesha (DCPS) <yiesha.thompson@k12.dc.gov>
Subject: Tomorrow @ 4PM: DCPS Central Office Black Affinity Space (4/21)

Good morning everyone,

Friendly reminder that tomorrow's Black affinity space will take place at **4:00PM EST** on **Wednesday, April 21** via [Microsoft Teams](#).

Xayna Sanders and Yiesha Thompson will be co-facilitating tomorrow's space.

If you'd like to co-facilitate during our May or June meetings to close out the school year, please reach out to dcps.equity@k12.dc.gov!

Best,
Equity Team

Monthly Space to Process: We invite you to participate in Central Office monthly Black affinity spaces to take place monthly. We did not host an August meeting due to district calendar conflicts re: SLI, NEO, pre-service week and more.

Topics: Thank you again to those who completed the [Black Affinity Space survey](#) to better determine the best days and times to host meetings and topics to discuss!

Co-facilitate: If you haven't had a chance to complete the [Black Affinity Space survey](#), we encourage you to do so to inform and co-facilitate future meetings!

Spread the word: If a colleague is interested in joining a Central Office affinity space, please encourage them to [complete this form to be added to listserv\(s\) and meeting\(s\)](#).

[Join Microsoft Teams Meeting](#)

[Learn more about Teams](#) | [Meeting options](#)

Best,
Equity Team

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From: [Breisch, Kathryn \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: FW: Working meeting for Cross Racial Affinity Planning
Date: Wednesday, April 21, 2021 9:55:00 AM
Attachments: [Cross-Racial Meeting Latinx Affinty Group.pdf](#)
[image001.png](#)
[image002.jpg](#)
[image003.jpg](#)

Aloha Lizz!

Do you have a blank template of the ppt attached? We're starting to put together the AAPI ppt for May 6th and wanted to keep it consistent. 4 of us will be running different parts of the meeting—I'm pretty excited about our outline!

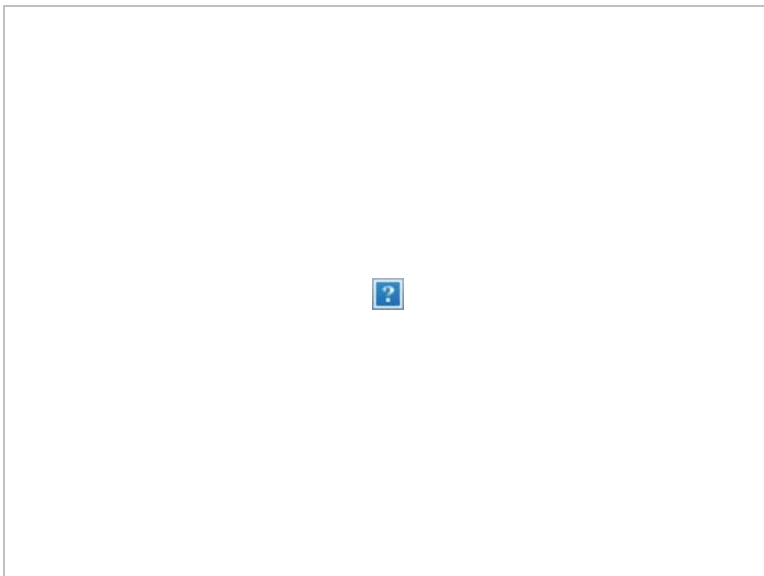
Thank you!
Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade
Cell: 202.810.3838
Email: Kathryn.Breisch@k12.dc.gov

Alice Deal Middle School

3815 Fort Dr NW
Washington, D.C. 20016
Phone: 202-939-2010
D.C. Public Schools



From: Tzow, Helen (DCPS) <helen.tzow@k12.dc.gov>
Sent: Tuesday, April 20, 2021 5:51 PM

To: Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Kuo, Charles (DCPS) <Charles.Kuo@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Dharan, Rohan (DCPS) <rohan.dharan@k12.dc.gov>
Subject: RE: Working meeting for Cross Racial Affinity Planning

Hi all,

I've attached the Latinx ppt and the Black Affinity group ppt is [here](#) for reference. It looks like they are all on the same ppt template. Is there a place where someone has started the our deck for us all to add in?

-HT

From: Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>
Sent: Tuesday, April 20, 2021 3:01 PM
To: Kuo, Charles (DCPS) <Charles.Kuo@k12.dc.gov>; Tzow, Helen (DCPS) <helen.tzow@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Dharan, Rohan (DCPS) <rohan.dharan@k12.dc.gov>
Subject: RE: Working meeting for Cross Racial Affinity Planning

Jerry – Ask if can Melissa Kim open the meeting?

5/6 Cross-Racial Affinity Space Sample Agenda:

- **Rohan:** Terminology <https://sites.northwestern.edu/asag/about-us/who-is-apida/>
 - Who's in AAPI? APIDA? AANHPI?
 - Model Minority Myth
 - Encompassing Immigrant **and** American-born experience
 - Ask Shana what terminology is used in Canada?
 - **Activity:** What benefits and drawbacks do you see from using these umbrella terms?
- **Helen:** Who is our student body? Who is in our staff?
 - **Activity:** Guess some of the stats via poll everywhere, kahoot?
 - Total pop over the past 5 years
 - 7% of AAPI students identified as at risk
 - 5% of central staff, X% of leadership, Y% of school based staff
 - Schools with largest AAPI percentages
 - Also note multi-racial might not be identified here
 - Misconceptions and myth busting?
 - Ask Sooyun ideas for how to talk about the data, trends, satisfaction?
- **Charles - AAPI Issues (focus on 3?)**
 - Aggregating so many groups together in 1 label and analyzing data using the aggregate (especially considering immigrant experience)
 - Sometimes grouped into "other"
 - Only reactive attention given to this group
 - Model Minority Myth, wealth gaps
 - Current issues happening in DC e.g. gentrification in Chinatown
 - Anti-Asian Hate Crimes

- Stats: unemployment during COVID and sickness during COVID
- Activity: How do you see supporting our student body differently? Where does your mood fall after hearing these? What connections or parallels do you see between these issues that impact the AAPI community and issues that impact you and your affinity group?
- **Jerry** - AAPI Heroes/influential people
 - Kamala Harris
 - Grace Lee Boggs
 - Yuri Kochiyama
 - Supreme Court Case (Rohan)
 - Bhagat Singh Thind
 - YoYo Ma
 - <https://redtri.com/asian-american-historical-figures/slide/13>
- **Kathryn - Resources and Next Steps**
 - Advertising things that will be happening throughout the month
 - Activity: Sharing books, movies, authors, etc.

Please finish your drafts by Friday 4/30. SO good to see everyone!

Kathryn Breisch

Math and Science Teacher, 8th grade

Cell: 202.810.3838

Email: Kathryn.Breisch@k12.dc.gov

Alice Deal Middle School

3815 Fort Dr NW

Washington, D.C. 20016

Phone: 202-939-2010

D.C. Public Schools



-----Original Appointment-----

From: Breisch, Kathryn (DCPS)

Sent: Wednesday, April 7, 2021 1:58 PM

To: Breisch, Kathryn (DCPS); Kuo, Charles (DCPS); Tzow, Helen (DCPS); Ilar, Jerry (DCPS); Dharan, Rohan (DCPS)

Subject: Working meeting for Cross Racial Affinity Planning

When: Tuesday, April 20, 2021 2:00 PM-3:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hey Helen, Charles, Rohan, and Jerry!

Hope you're all doing extremely well today! If you're available at this proposed time, I'd love to meet about meeting. Hah, literally. This will be a working meeting to flesh out and draft what we're doing for the Cross Racial affinity Space meeting we're hosting on May 6th. The outline you collaborated on last week looks awesome, so let's start with that (it's below).

4/20 meeting objectives: make a ppt deck, decide who's facilitating which pieces, figure out next steps necessary before 5/6.

5/6 Cross-Racial Affinity Space Sample Agenda:

- Demographics – What does AAPI Mean?
- AAPI Heroes/influential people
- AAPI Issues: Gentrification in Chinatown, Anti-Asian Hate Crimes
- Resources and Next Steps

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-539-1291,752408009#](#) United States, Washington DC

Phone Conference ID: 752 408 009#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Crowder, Christina \(DCPS\)](#); [Nelson, Jennifer \(DCPS\)](#)
Subject: Leading the March Black Affinity Space (3/10)
Date: Wednesday, February 24, 2021 9:15:09 AM
Attachments: [image003.jpg](#)

Hi Christina and Jenn,

With March being Women's History Month, I wanted to know if the two of you (and/or others) would be interested in leading the next Black affinity space on **Wednesday, March 10 at 4PM?**

I was thinking this could be a way to highlight the work of Reign and We the Girls in a way that is interactive and engaging.

I also wonder if there might even be a way to invite some of our girls and/or faculty advisors to join and make a few remarks.

I think this would be a great way for folks to hear about our student-facing work.

However – open to your thoughts and feedback so let me know what you think or if you have another approach/idea in mind!

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

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Website: dcps.dc.gov/equity

From: [McClain, Justin \(DCPS\)](#)
To: [Jackson, Nigel \(DCPS\)](#); [Howard, Milo A. \(DCPS\)](#); [Rene, Elizabeth \(DCPS\)](#)
Subject: McClain, Justin (DCPS) shared "May Black Affinity Space Deck " with you.
Date: Tuesday, May 18, 2021 9:55:10 PM
Attachments: [AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)



McClain, Justin (DCPS) shared a file with you

Good Evening Team,

Just wanted to share with you the deck we will use for tomorrow's session. Feel free to edit or adjust accordingly.

Best



May Black Affinity Space Deck



This link will work for anyone.

Open



[Privacy Statement](#)



From: [Oladipo, Samuel \(DCPS\)](#)
To: [Blake, William \(DCPS\)](#)
Subject: MEOCC Affinity space for BHM
Date: Thursday, February 11, 2021 1:22:44 PM

Hi Will,

We're on the meeting for the Newsletter review and it came up that in case the speaker falls through we should host another affinity space to honor Black History Month. This would need to take place prior to the Feb. 25th date that's tentatively being held for the speaker event. I'm finalizing the Newsletter over the next couple of days, so please let me know if it's feasible.

With regards,

Samuel Oladipo, M.Ed.

Specialist, Social Emotional Learning and School Culture

Office of School Improvement and Supports

Student Supports Division

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

T 202.578.4483

E samuel.oladipo@dc.gov

W <http://dcps.dc.gov>

"A good head and good heart are always a formidable combination. But when you add to that a literate tongue or pen, then you have something very special." - Nelson Mandela

From: [DCPS Equity](#)
To: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#)
Cc: [Kim, Melissa \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Dharan, Rohan \(DCPS\)](#); [Tzow, Helen \(DCPS\)](#); [Kuo, Charles \(DCPS\)](#)
Subject: Next Thursday: Cross-Racial Affinity Space led by the AAPI Affinity Group (5/6)
Date: Thursday, April 29, 2021 10:32:21 AM
Attachments: [image001.jpg](#)

Good morning, everyone,

Sharing a friendly reminder that **next Thursday, May 6 at 12:30PM** on [Microsoft Teams](#) we will have our next cross-racial affinity space led by the Asian American and Pacific Islander (AAPI) Affinity Group.

We are extremely excited for another affinity space that models a community approach to facilitation! **Deputy Chancellor Kim, Jerry Ilar, Kathryn Breisch, Rohan Dharan, Helen Tzow, and Charles Kuo** will collectively be leading this engagement.

As a reminder, the cross-racial affinity space is a time for all of our affinity groups to come together for cross-racial dialogue. These occur every two to three months and are led by members of respective affinity groups to share an important learning, activity or form of professional development with staff.

We look forward to seeing you all next Thursday! You are more than welcome to encourage other DCPS colleagues to join our affinity groups [using this link](#).

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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From: [Rene, Elizabeth \(DCPS\)](#)
To: [Thomas, Maggie \(DCPS\)](#); [DESHIELDS, JUDONN \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#)
Subject: RE: <New Date Requested>: Cross-Racial Affinity Space
Date: Tuesday, March 23, 2021 2:34:18 PM
Attachments: [image002.jpg](#)
[image004.jpg](#)
[image006.jpg](#)
[image008.jpg](#)

+Maggie.

Best,
Lizz

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, March 23, 2021 11:35 AM

To: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@K12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: <New Date Requested>: Cross-Racial Affinity Space

Hi Maggie, JuDonn and Kathryn,

I'm not sure if the three of you plan to co-facilitate the summer cross-racial affinity space or have others support, but wanted to get an idea of a new date that works for you?

I want to make sure that I don't reschedule during your planned vacation, SLI, NEO or any other big summer events!

Best,
Lizz

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From: DCPS Equity

Sent: Tuesday, March 23, 2021 11:30 AM

To: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@K12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: Cross-Racial Affinity Space

Got it. Thank you, Bren!

Best,
Lizz

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From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Tuesday, March 23, 2021 7:58 AM

To: DCPS Equity <dcps.equity@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS)

<JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: Cross-Racial Affinity Space

Hey Lizz,

Another time in July is fine, just not during the PD black-out window.

Bren

Bren Elliott, Ed. D.

she, her, hers

Chief, School Improvement and Supports

Office of School Improvement and Supports

Social Emotional Academic Development

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Washington, DC 20002

T 202.654.6171

E brenda.elliott@k12.dc.gov

W <http://dcps.dc.gov>

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From: DCPS Equity <dcps.equity@k12.dc.gov>

Sent: Monday, March 22, 2021 11:02 AM

To: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: Cross-Racial Affinity Space

Thanks, Bren. Will do.

Do you think this should be pushed to another week in July, August or September?

Adding Maggie, Kathryn and JuDonn here for awareness as facilitators of the Multi-Racial affinity group who were slated to lead the July cross-racial affinity space.

Best,

Lizz

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Website: dcps.dc.gov/equity

-----Original Appointment-----

From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Sunday, March 21, 2021 9:16 AM

To: DCPS Equity

Subject: Declined: Cross-Racial Affinity Space

When: Thursday, July 8, 2021 12:30 PM-1:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hey Team,

Let's reschedule as this is during the time that we have indicated that folks should feel free to take vacay.

Bren

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Thomas, Margaret K. \(DCPS\)](#)
Subject: RE: <New Date Requested>: Cross-Racial Affinity Space
Date: Tuesday, March 23, 2021 2:33:00 PM
Attachments: [image002.jpg](#)
[image004.jpg](#)
[image006.jpg](#)
[image008.jpg](#)

Thank you for flagging, Margaret!

Best,
Lizz

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Canvas: bit.ly/DCPSEquity

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From: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>

Sent: Tuesday, March 23, 2021 2:24 PM

To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Subject: Re: <New Date Requested>: Cross-Racial Affinity Space

Hello,

I think you are sending this message to the wrong Margaret Thomas. Kindly revisit your contact information.

Regards,

Margaret Thomas
Special Education Teacher
Paul Laurence Dunbar High School
101 N. Street NW
Washington, DC 20001

Email: margaret.thomas@dc.gov

Phone: (202) 698-3762

"Education is the most powerful weapon which you can use to change the world." Nelson Mandela

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Sent: Tuesday, March 23, 2021 10:34 AM

To: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

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Lizz

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Subject: RE: Cross-Racial Affinity Space

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Bren Elliott, Ed. D.

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To: DCPS Equity

Subject: Declined: Cross-Racial Affinity Space

When: Thursday, July 8, 2021 12:30 PM-1:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

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Bren

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To: [DESHIELDS, JUDONN \(DCPS\)](#); [Rene, Elizabeth \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#)
Subject: RE: <New Date Requested>: Cross-Racial Affinity Space
Date: Wednesday, March 24, 2021 10:35:00 AM
Attachments: [image005.jpg](#)
[image007.jpg](#)
[image009.jpg](#)
[image010.jpg](#)
[image002.jpg](#)

Haha JuDonn that made me laugh. It seems like there's never going to be a perfect time to host these spaces—one team or another is always in its busiest season! In everyone's defense, I think this year of distance learning has been a LOT more work, pivots, and feelings than anyone originally expected.

In order to get the ball rolling, I'll throw out some suggestions and we'll see what's possible.

- [@DESHIELDS, JUDONN \(DCPS\)](#), would it be possible to set a date for a Multi-racial affinity space sometime between April 26th – 30th? Generally people seem to like the 4pm-5pm window best. I'm free every weekday after 3:30pm. #teacherschedule
- @all, would the week of July 19th – 23rd work? Or would August 9-13th be better? Probably no time is perfect, but those might be the least-terrible options.

Wishing you all the very best today!

Sincerely,

Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade

Cell: 202.810.3838

Email: Kathryn.Breisch@k12.dc.gov

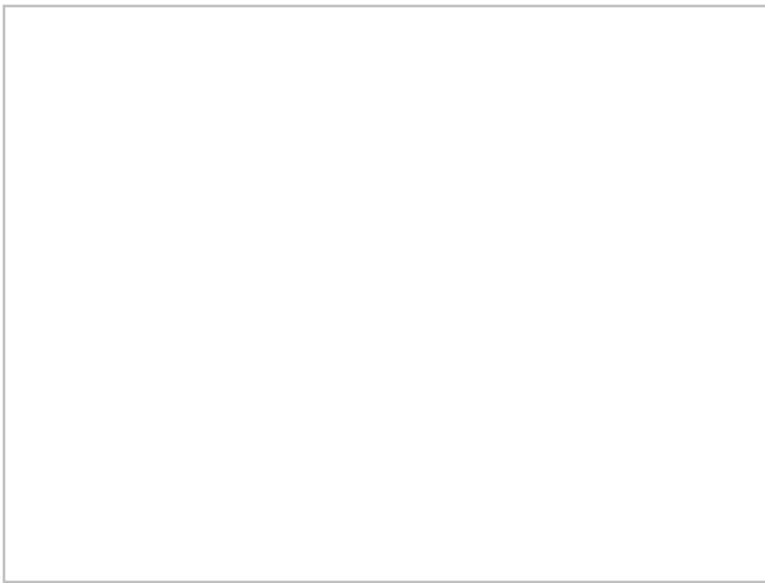
Alice Deal Middle School

3815 Fort Dr NW

Washington, D.C. 20016

Phone: 202-939-2010

D.C. Public Schools



From: DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>

Sent: Tuesday, March 23, 2021 5:49 PM

To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>; Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: Re: <New Date Requested>: Cross-Racial Affinity Space

Hi Lizz and team!

Great question-- and full disclosure, we've struggled to get our own space up and running!

Kathryn has been our champion over here like LETSGOOOOOO.... and I've been dragging my heels/failing to prioritize.

Opening up the conversation to the group to see where we might be able to get momentum and at least get an informal structure set in place

And in relation to your question, July is probably not the best month for me personally given wild amount of Summer programming we own-- we likely won't come up for air until mid-August!

With that said, I don't want that to prevent us from getting going!

Take care,

JuDonn DeShields, PhD

He/Him

Director of Learning, Leadership Development

Office of School Improvement and Supports

District of Columbia Public Schools

1200 First Street, NE
Washington, DC 20002

(e) judonn.deshields@k12.dc.gov

(p) 609-280-6660

(t) @dcpsleadership, @joindcps

We're on a mission to rewrite the narrative of what an urban public education can do for our students. [What role will you play?](#)

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Sent: Tuesday, March 23, 2021 2:34 PM

To: Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: <New Date Requested>: Cross-Racial Affinity Space

+Maggie.

Best,
Lizz

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, March 23, 2021 11:35 AM

To: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@K12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

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Hi Maggie, JuDonn and Kathryn,

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I want to make sure that I don't reschedule during your planned vacation, SLI, NEO or any other big summer events!

Best,
Lizz

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: DCPS Equity

Sent: Tuesday, March 23, 2021 11:30 AM

To: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@K12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: Cross-Racial Affinity Space

Got it. Thank you, Bren!

Best,
Lizz

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Equity Strategy and Programming



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District of Columbia Public Schools

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From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Tuesday, March 23, 2021 7:58 AM

To: DCPS Equity <dcps.equity@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Subject: RE: Cross-Racial Affinity Space

Hey Lizz,

Another time in July is fine, just not during the PD black-out window.

Bren

Bren Elliott, Ed. D.

she, her, hers

Chief, School Improvement and Supports

Office of School Improvement and Supports

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Washington, DC 20002

T 202.654.6171

E brenda.elliott@k12.dc.gov

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From: DCPS Equity <dcps.equity@k12.dc.gov>

Sent: Monday, March 22, 2021 11:02 AM

To: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Cc: Thomas, Margaret K. (DCPS) <margaret.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

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Thanks, Bren. Will do.

Do you think this should be pushed to another week in July, August or September?

Adding Maggie, Kathryn and JuDonn here for awareness as facilitators of the Multi-Racial affinity group who were slated to lead the July cross-racial affinity space.

Best,
Lizz

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

-----Original Appointment-----

From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Sunday, March 21, 2021 9:16 AM

To: DCPS Equity

Subject: Declined: Cross-Racial Affinity Space

When: Thursday, July 8, 2021 12:30 PM-1:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hey Team,

Let's reschedule as this is during the time that we have indicated that folks should feel free to take vacay.

Bren

From: [DESHIELDS, JUDONN \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#)
Subject: Re: <New Date Requested>: Cross-Racial Affinity Space
Date: Tuesday, March 23, 2021 5:49:23 PM
Attachments: [image002.jpg](#)
[image004.jpg](#)
[image006.jpg](#)
[image008.jpg](#)

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Kathryn has been our champion over here like LETSGOOOOOO.... and I've been dragging my heels/failing to prioritize.

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Lizz

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Subject: RE: Cross-Racial Affinity Space

Got it. Thank you, Bren!

Best,
Lizz

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Subject: RE: Cross-Racial Affinity Space

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Lizz

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To: DCPS Equity

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Where: Microsoft Teams Meeting

Hey Team,

Let's reschedule as this is during the time that we have indicated that folks should feel free to take vacay.

Bren

From: [Hardy-Jones, Antoinette \(DCPS\)](#)
To: [Ilar, Jerry \(DCPS\)](#); [Barrett, Kimberly \(DCPS\)](#)
Subject: RE: AAPI Cross Racial Affinity Space - MK Opening Ask
Date: Wednesday, April 21, 2021 9:44:51 AM

Hi Jerry,
I hope the same for you. I think sending the ask directly with a cc to Kim and I is fine. I will plan to follow-up with her.

Warm regards,
Antoinette

From: Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>
Sent: Tuesday, April 20, 2021 2:22 PM
To: Hardy-Jones, Antoinette (DCPS) <Antoinette.Hardy-Jones@k12.dc.gov>; Barrett, Kimberly (DCPS) <kimberly.barrett@k12.dc.gov>
Subject: AAPI Cross Racial Affinity Space - MK Opening Ask

Hi Antoinette and Kim,

I hope you both are doing well! The AAPI Affinity Cross Racial Space is on Thursday, May 6 from 12:30pm-1:30pm. Melissa Kim has participated in a couple of sessions when we met earlier in the year. I was hoping I can work with you both or one of you to make an ask and confirm Melissa Kim giving a 5 minute opener for the space. Or if it's better to just make a direct ask to her, and then cc you both on the e-mail.

We are in the process of creating the talking points but thematically she would be covering the state of the AAPI community at DCPS and where we hope to take the conversation in the month of May.

Let me know what you think.

Jerry

Jerry Ilar
Coordinator, Public Events and Engagement

Communications and Engagement Office
Office of the Chief of Staff

District of Columbia Public Schools

1200 First Street, NE 12th Floor

Washington, DC 20002

T: 202.299.5063

C: 202.744.0423

E: jerry.ilar@k12.dc.gov

From: [Grimmett, Regina \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: Re: Affinity Group Information
Date: Monday, May 17, 2021 9:59:46 AM
Attachments: [image001.jpg](#)

Thank you! This is super helpful.

From: "Rene, Elizabeth (DCPS)" <elizabeth.rene@k12.dc.gov>
Date: Monday, May 17, 2021 at 9:39 AM
To: "Grimmett, Regina (DCPS)" <regina.grimmett@k12.dc.gov>
Subject: RE: Affinity Group Information

Absolutely!

They can sign up here: <https://forms.gle/cw7FjqaKCmWoRkXb7>

Meetings are once a month. For example, the Black affinity space's next meeting is this Wednesday at 4PM. When staff sign up, they'll receive a confirmation e-mail and invites to subsequent meetings. Cross-racial affinity spaces are held every 2-3 months. More information can be found below.

Cross-Racial Affinity Space Schedule

The current schedule for cross-racial dialogue is as follows (open to all affinity group members) to be led by respective affinity groups). Dates may change if conflicts arise for a majority of attendees:

- **October:** To be led by the Hispanic/Latino/Latinx affinity group
- **December:** To be led by the White affinity group
- **February:** To be led by the Black affinity group
- **May:** To be led by the Asian American Pacific Islander (AAPI) affinity group
- **August:** To be led by the Multi-Racial affinity group

What will be consistent in each cross-racial dialogue?

- Grounded norms and facilitation in the [Courageous Conversation protocol](#)
- Goals aligned to anti-racism pillars for staff of color and white staff from [The Racial Healing Handbook](#)
- Takeaways aligned to the [DCPS Equity Lens](#)
- Both educational and interactive experience with opportunities for self-reflection and community-building

What will be different in each cross-racial dialogue?

- Different facilitators during every discussion
- Topics will vary and will be driven by the hosting affinity group
- We may use Zoom or Teams depending on the number of confirmed participants and need for breakout rooms

More information about Central Office affinity spaces can be found below.

Here are a few updates on what's next for Central Office affinity spaces in SY20-21:

- **Affinity List-servs:** Each affinity group now has an e-mail listserv to share monthly resources, events, meetings and more.
- **Spread the word:** Feel free to [share the opportunity to engage in affinity with colleagues and DCPS peers](#) who would like to be added to an affinity list-serv.
- **Monthly Meetings:** Affinity spaces will be held at least once a month. Many of you have already received invites for subsequent meetings. Keep an eye out for those calendar invites from our team.
- **Equity of Voice and Shared Leadership:** We will be adopting a **tag in/tag out** option for facilitating meetings. So, there will be opportunities for peers within each group to **tag in** to leading future meetings so we're consistently hearing from different voices and sharing the responsibility of moving this work forward.
- **Interracial Dialogue:** Affinity spaces are extremely important. However, there will also be times for all of the affinity groups to come together for cross-racial dialogue. These will occur bi-monthly and will be led by members of respective affinity groups to share an important learning, activity or form of professional development with Central Office staff.
- **Jumping into action:** For an opportunity to engage in the "doing" quadrant of the [Courageous Conversation compass](#) outside of affinity, consider joining the [Equity Action & Advisory Committee](#).
- **Stay in the know:** You can also follow us on Twitter ([@DCPSEquity](#)) and visit [our webpage](#) to receive additional information about resources, events, and meetings.

A few guiding norms and goals for all affinity spaces:

- **Go beyond celebration:** Central Office (CO) affinity spaces will ensure that the conversation translates identity-related issues into action that helps mitigate those issues in our teams, offices and CO.
- **Isolate Race:** CO affinity spaces will leverage the [Courageous Conversation protocol](#) – especially the norm of isolating race – in dialogue and collaboration.
- **A lens for equity:** As CO affinity spaces transition from conversation into action, spaces will ensure those actions are rooted in an equity lens that focuses on policy, identity and mindsets, practices and culture. [The DCPS Equity Framework](#) is a foundational resource for exploring goals and objectives through an equity lens.
- **Create Cross-Racial Learning Opportunities:** CO affinity spaces will come together in one space for interracial dialogue and learning led by a respective affinity group every other month.

If you have any questions or would like to be **removed** from the aforementioned affinity list-servs, please e-mail dcps.equity@k12.dc.gov.

Best,

Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



Office of School Improvement and Student Supports

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Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Grimmett, Regina (DCPS) <regina.grimmett@k12.dc.gov>

Sent: Monday, May 17, 2021 8:26 AM

To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Subject: Affinity Group Information

Good morning Liz,

Happy Monday to you! I hope you had a great weekend. We have a few folks in DSI interested in learning about the affinity groups. Can you share the information on the current affinity groups and meeting structure? Thank you, Regina

--

Regina Grimmett, M.S., CCC-SLP

Interim Senior Deputy Chief

Division of Specialized Instruction

Office of Teaching and Learning

Social Emotional Academic Development

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1200 First Street, NE

Washington, DC 20002

T 202-365-0782

F 202-481-3892

E Regina.Grimmett@k12.dc.gov

W <http://dcps.dc.gov>

From: [Edwards, Leslie \(DCPS\)](#)
To: [Elliott, Brenda \(DCPS\)](#)
Cc: [Hoffman, Paige \(DCPS\)](#)
Subject: Re: Affinity Space (BW Leaders)
Date: Tuesday, April 27, 2021 11:07:18 AM

Sounds good!

From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>
Sent: Tuesday, April 27, 2021 8:11 AM
To: Edwards, Leslie (DCPS) <leslie.edwards@k12.dc.gov>
Cc: Hoffman, Paige (DCPS) <Paige.Hoffman@k12.dc.gov>
Subject: RE: Affinity Space (BW Leaders)

Hey Leslie,
Please reach out to Brittney to find us 30 minutes to debrief and plan for next steps.
Bren

From: Edwards, Leslie (DCPS) <leslie.edwards@k12.dc.gov>
Sent: Monday, April 26, 2021 4:44 PM
To: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>
Subject: Re: Affinity Space (BW Leaders)

Thanks Dr. Elliott! Yes, I will outline the next steps. I have a meeting with Latinx principals starting at 4:45, but I will reflect on the notes from today and loop back.

I appreciate your support and leadership with this!

*Best,
Leslie*

Leslie Edwards
Director of Learning, Leadership Development

Office of School Improvement and Supports
District of Columbia Public Schools
1200 First Street, NE
Washington, DC 20002
(e) leslie.edwards@k12.dc.gov
(p) 240-821-2760
(t) @dcpsleadership, @joindcps

We're on a mission to rewrite the narrative of what an urban public education can do for our students. [What role will you play?](#)

From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Monday, April 26, 2021 4:35 PM

To: Edwards, Leslie (DCPS) <leslie.edwards@k12.dc.gov>

Subject: Affinity Space (BW Leaders)

Hey Leslie,

Great start. Please chat on next steps. My cell is 336-383-9388.

Bren

Bren Elliott, Ed. D.

she, her, hers

Chief, School Improvement and Supports

Office of School Improvement and Supports

Social Emotional Academic Development

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T 202.654.6171

E brenda.elliott@k12.dc.gov

W <http://dcps.dc.gov>

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From: [Rene, Elizabeth \(DCPS\)](#)
To: [Miller, Chris \(DCPS\)](#)
Subject: RE: Affinity Space Transition
Date: Monday, June 14, 2021 1:21:00 PM
Attachments: [image001.jpg](#)

Sounds like a plan. I see two responses rolled in re: feedback so far. Thanks again, Chris!

Best,
Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



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Website: dcps.dc.gov/equity

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Sent: Monday, June 14, 2021 11:00 AM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: RE: Affinity Space Transition

Hey Lizz,

This is exciting news! We just had our final meeting on Friday and I gave folks the general survey and plan to email the listserv to complete the survey today. I think it's best to take a break until Courtney is onboarded and ready to take over. And I would certainly be more than willing to meet with her!

Best,
Chris

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Thursday, June 10, 2021 11:36 AM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Subject: Affinity Space Transition

Good morning, Chris,

With your transition to schools, I just wanted to let you know that we have a new team member joining us in July 19th who would be great for being the primary point person for the white affinity space moving forward. However, I also think it would be super helpful for this person to hear directly from you regarding lessons learned and areas for growth in the white affinity space.

With all that being said, do you plan to have any more white affinity spaces this summer or do you think we're at a point where folks might appreciate a break until the new school year?

Also, when our new hire joins our team (resume attached), would you be open to connecting with her to talk a little bit about the White affinity space!

Best,
Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



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From: [Rene, Elizabeth \(DCPS\)](#)
To: [Elliott, Brenda \(DCPS\)](#)
Cc: [Nelson, Jennifer \(DCPS\)](#); [Hoffman, Paige \(DCPS\)](#)
Subject: RE: Black Affinity Group Meetings
Date: Monday, June 14, 2021 9:39:00 AM
Attachments: [image001.jpg](#)

Good morning, Bren,

Since this has been the first full year of the affinity space, I wanted to prioritize garnering feedback from the group. So, it will be an end of year reflection meeting. Then, I was thinking we could give folks the month of July off for a bit of a break. Here are the questions I was planning to ask – and I was planning to take the lead on facilitating.

- What have this year's affinity spaces meant to you?
- What are you taking away with you after engaging in this year's affinity spaces?
- Share one suggestion you have for improving affinity spaces next school year.
- What else would you like us to know? What would you like us to share with senior leadership?
- Would you like a summer break, or would you like the option to meet during the summer?

However, let me know if you would like to facilitate this one and if you had something else in mind. Always happy to pivot!

Best,
Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

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Website: dcps.dc.gov/equity

From: Elliott, Brenda (DCPS) <brenda.elliott@k12.dc.gov>

Sent: Saturday, June 12, 2021 9:49 AM

To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Cc: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>; Hoffman, Paige (DCPS) <Paige.Hoffman@k12.dc.gov>

Subject: Black Affinity Group Meetings

Hey Friends,

I hope you all are well! Could you give me an update on the presenters and topics for this week's affinity group meeting?

Bren

Bren Elliott, Ed. D.

she, her, hers

Chief, School Improvement and Supports

Office of School Improvement and Supports

Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

T 202.654.6171

E brenda.elliott@k12.dc.gov

W <http://dcps.dc.gov>

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From: [Breisch, Kathryn \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: RE: Cross Racial Affinity Group Meeting open early ?
Date: Tuesday, May 4, 2021 5:50:00 PM
Attachments: [image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)

Ok cool—no worries! That should be fine!

Haha yes, crazy week for sure. It'll all be worth it in the end though

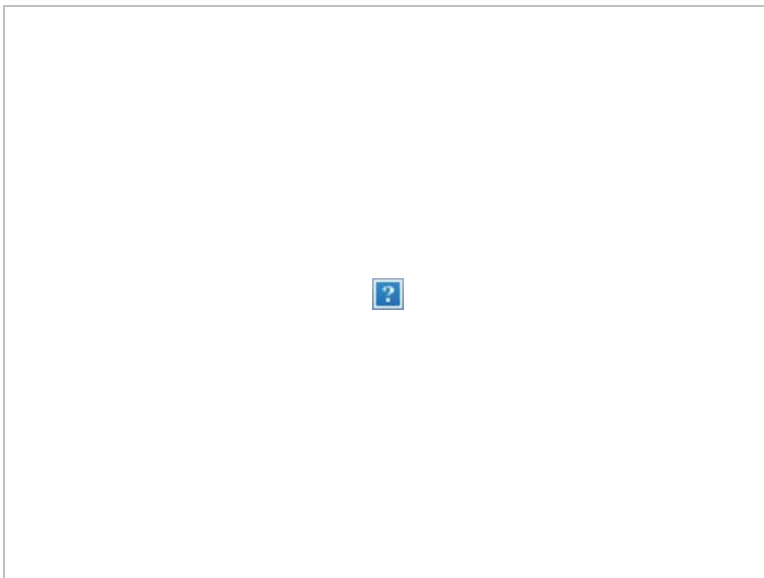
Sincerely,
Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade
Cell: 202.810.3838
Email: Kathryn.Breisch@k12.dc.gov

Alice Deal Middle School

3815 Fort Dr NW
Washington, D.C. 20016
Phone: 202-939-2010
D.C. Public Schools



From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Tuesday, May 4, 2021 4:24 PM
To: Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>
Subject: RE: Cross Racial Affinity Group Meeting open early ?

Hey Kathryn,

I'm super excited about Thursday. I know this is a big week for you from ARE-U to the Cross-Racial Affinity space so I just want to thank you once again for all that you continue to do to lean into this work. And, I hope you have some time built in for radical rest and self-care at the end of the week!

But to answer your question, I think whoever joins the meeting first will technically "start" the meeting and everyone will have access to present since this is a small, internal meeting (less than 250 people). However, I can absolutely plan to join 15 minutes early to test everything out.

I just tried to make changes in advance via meeting options (like you showed us yesterday) but it's not letting me because this was created from the dcps.equity@k12.dc.gov. However, I'm pretty confident we'll be good tomorrow because no one has had issues sharing their screen the last few times we've done this. But, I can add you all to the "required" line of the invite as well if you think that will help?

Best,
Lizz

Equity Team

Equity Strategy and Programming



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>

Sent: Tuesday, May 4, 2021 3:50 PM

To: DCPS Equity <dcps.equity@k12.dc.gov>; Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Subject: Cross Racial Affinity Group Meeting open early ?

Aloha Lizz!

AAPI group should be all set for our Thurs lunchtime meeting! Would you (or someone) be able to "start" the Teams meeting, let us in, and make all 4 of us "presenters" around 12:15pm?

Thank you!!

Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade

Cell: 202.810.3838

Email: Kathryn.Breisch@k12.dc.gov

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3815 Fort Dr NW

Washington, D.C. 20016

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D.C. Public Schools



From: [Nelson, Jennifer \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: RE: Deck from Yesterday's Black Affinity Space
Date: Tuesday, March 16, 2021 6:49:13 PM
Attachments: [image001.jpg](#)
[image004.jpg](#)
[image005.jpg](#)
[image007.jpg](#)

Sounds good! Thanks Lizz!

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



District of Columbia Public Schools

P: 202-729-3291

E: jennifer.nelson@dc.gov

Twitter: [@DCPSEquity](#)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Sent: Tuesday, March 16, 2021 12:57 PM

To: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>

Subject: RE: Deck from Yesterday's Black Affinity Space

Thanks, Jenn! I just included language for folks to reach out to you should they want access to the deck. I didn't want to share it with everyone since there was no way to distinguish who actually attended the last meeting.

Best,
Lizz

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Equity Strategy and Programming



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District of Columbia Public Schools

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Website: dcps.dc.gov/equity

From: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>

Sent: Thursday, March 11, 2021 10:02 AM

To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Subject: RE: Deck from Yesterday's Black Affinity Space

Hey,

Sure! [Here](#) is the deck!

Let me know if you need anything else.

Jenn

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



District of Columbia Public Schools

P: 202-729-3291

E: jennifer.nelson@dc.gov

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Sent: Thursday, March 11, 2021 10:00 AM

To: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>

Subject: Deck from Yesterday's Black Affinity Space

Hey Jenn,

Would you mind sharing a link to the deck from yesterday's affinity space so I can follow-up and share via e-mail?

I'm trying to figure out how to send it only to the people who attended though so I may not end up sending it out the entire listserv like I usually do.

Best,
Lizz

Equity Team

Equity Strategy and Programming



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Website: dcps.dc.gov/equity

From: [Breisch, Kathryn \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: RE: Final Affinity Spaces of the School Year! <Garnering Feedback>
Date: Tuesday, June 15, 2021 11:23:00 AM
Attachments: [image003.jpg](#)
[image001.jpg](#)

Hi Lizz!

I hope you're doing great. Could you please give me a call when you're free? Not urgent—just wanted to follow up on this email over the phone.

Much thanks,
Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade
Cell: 202.810.3838
Email: Kathryn.Breisch@k12.dc.gov

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Washington, D.C. 20016
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From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Thursday, June 10, 2021 3:43 PM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>;
Oladipo, Samuel (DCPS) <Samuel.Oladipo@k12.dc.gov>; McClain, Justin (DCPS)
<Justin.Mcclain@k12.dc.gov>; Clifton, Nicole (DCPS) <Nicole.Clifton@k12.dc.gov>; Novoa-Marcano,

Edgar (DCPS) <Edgar.Novoa-Marcano@k12.dc.gov>; Ortiz, Raquel (DCPS) <raquel.ortiz@k12.dc.gov>; Leland, Daniel (DCPS) <daniel.leland@k12.dc.gov>; Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>; Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>; Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; DESHIELDS, JUDONN (DCPS) <JUDONN.DESHIELDS@k12.dc.gov>

Cc: Mustian, Katherine (DCPS) <Katherine.Mustian@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>; Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>

Subject: Final Affinity Spaces of the School Year! <Garnering Feedback>

Hi everyone,

Can you believe that it's been one full year since we formalized affinity spaces in DCPS? We could not do this without the support of each and every one of you as consistent facilitators who kept these spaces going in your respective groups!

Some of your groups may ask to keep the monthly meetings going through the summer. However, if you need a break **please take a break!** It's totally up to you and your group.

As a reminder – please plan to gather feedback from your affinity groups in whatever way aligns best with the tone and space you've already created. That might look like:

- An open discussion including gratitude and reflections on the past year
- Focus groups to offer feedback on glows and grows
- A survey to collect feedback more broadly
- Or something completely different

A few example questions to be used in whatever format you decide can be accessed here:

<https://forms.office.com/Pages/ResponsePage.aspx?id=7kagKk6zM0qSt5md8rwKMirZFEHU82FNth8AqDO8PQRUNE9WT05ZSk9TVjhGVk00NzBOWUpaUUhSRy4u>

You can also feel free to share and use the anonymous as-is.

We'll plan to debrief feedback during our next facilitator meeting on **Monday, June 28, 2021 at 3:00PM**. If your next affinity space doesn't happen before then just give me a heads up!

Best,
Lizz

Manager, Equity Strategy and Programming
[She/Her/Hers](#)



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District of Columbia Public Schools

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-----Original Appointment-----

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, June 9, 2020 2:24 PM

To: Rene, Elizabeth (DCPS); Miller, Chris (DCPS); Ilar, Jerry (DCPS); Oladipo, Samuel (DCPS); McClain, Justin (DCPS); Clifton, Nicole (DCPS); Novoa-Marcano, Edgar (DCPS); Ortiz, Raquel (DCPS); Leland, Daniel (DCPS); Crowder, Christina (DCPS); Nelson, Jennifer (DCPS); Thomas, Maggie (DCPS); DESHIELDS, JUDONN (DCPS)

Cc: Mustian, Katherine (DCPS); Breisch, Kathryn (DCPS); Larkin, Kerri (DCPS); Woodman, Madeleine (DCPS)

Subject: June Facilitator Affinity Spaces Prep/Debrief Meetings (w/ pre-work)

When: Monday, June 28, 2021 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hello everyone,

Moving our June conversation to the end of the month to give everyone the opportunity to complete the following pre-work:

- Please plan to collect qualitative (informal or focus groups) or quantitative data (formal or surveys) from your affinity groups on their experience.
 - [A sample survey can be accessed here](#) with questions you can ask your group aloud at your last meeting or in a survey format at the end of the meeting.

Our agenda for this meeting will be as follows:

- Updates from the District on Anti-Racist/Whole Child Commitment
 - How does this inform/align with affinity spaces moving forward?
- Update from senior leadership on data points most important for measuring the impact of affinity groups
- Review high-level takeaways from qualitative/quantitative affinity group feedback from the school year
- Clarifying purpose/goals for next year
 - This space exist to do: _____
- Gratitude to facilitators

Best,
Lizz

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-539-1291, 316489241#](#) United States, Washington DC

Phone Conference ID: 316 489 241#

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From: [Miller, Chris \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#)
Subject: RE: Follow-up: Remaining Dates for White Affinity Group in SY20-21
Date: Tuesday, April 27, 2021 12:31:14 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)

Oh no! Sorry about that. This is what happens when I try to speed read. Thanks for adjusting!

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Tuesday, April 27, 2021 12:30 PM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Subject: RE: Follow-up: Remaining Dates for White Affinity Group in SY20-21

Thanks, Chris! I think you accidentally added it to the AAPI row but I got ya!

Best,
Lizz

Equity Team

Equity Strategy and Programming



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Sent: Tuesday, April 27, 2021 12:00 PM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: RE: Follow-up: Remaining Dates for White Affinity Group in SY20-21

Thanks for the reminder! Added below

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Tuesday, April 27, 2021 11:48 AM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Subject: Follow-up: Remaining Dates for White Affinity Group in SY20-21

Hey Chris,

Just wanted to follow back up with you to see when the next white affinity spaces are taking place?
Mind adding that to the calendar below?

Affinity Space	April Date	May Date	June Date
AAPI	4/9 @ 12PM	5/14 @ 12PM	6/11 @ 12PM
Black	4/21 @ 4PM	5/12 @ 4PM	6/16 @ 4PM
Hispanic/Latinx	4/30 @ 11AM	TBD	TBD
Multi-Racial	4/29 @ 4PM		
White			
Cross-Racial	---	5/6 @ 12:30PM	---

Best,
Lizz

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Equity Strategy and Programming



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Website: dcps.dc.gov/equity

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Nelson, Jennifer \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#)
Subject: RE: Leading the March Black Affinity Space (3/10)
Date: Wednesday, February 24, 2021 10:02:18 AM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image006.jpg](#)

Sure thing!

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>
Sent: Wednesday, February 24, 2021 9:55 AM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>; Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>
Subject: RE: Leading the March Black Affinity Space (3/10)

LOVE this idea!! Can we add to team meeting discussion today??

Jenn

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



District of Columbia Public Schools

P: 202-729-3291

E: jennifer.nelson@dc.gov

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Sent: Wednesday, February 24, 2021 9:15 AM

To: Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>; Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>

Subject: Leading the March Black Affinity Space (3/10)

Hi Christina and Jenn,

With March being Women's History Month, I wanted to know if the two of you (and/or others) would be interested in leading the next Black affinity space on **Wednesday, March 10 at 4PM?**

I was thinking this could be a way to highlight the work of Reign and We the Girls in a way that is interactive and engaging.

I also wonder if there might even be a way to invite some of our girls and/or faculty advisors to join and make a few remarks.

I think this would be a great way for folks to hear about our student-facing work.

However – open to your thoughts and feedback so let me know what you think or if you have another approach/idea in mind!

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Crowder, Christina \(DCPS\)](#)
To: [Nelson, Jennifer \(DCPS\)](#); [Rene, Elizabeth \(DCPS\)](#)
Subject: RE: Leading the March Black Affinity Space (3/10)
Date: Thursday, February 25, 2021 12:42:00 PM
Attachments: [image001.jpg](#)
[image002.jpg](#)
[image006.jpg](#)

Hey ladies,

My apologies for the late response, I do agree still this is a great idea. Happy to talk more about it.

Christina Crowder, M.Ed

She/Her/Hers

Coordinator, Reign



Office of School Improvement and Supports
Social Emotional Academic Development

To schedule a meeting with me please use this link <https://calendly.com/christina-crowder>

From: Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>
Sent: Wednesday, February 24, 2021 9:55 AM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>; Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>
Subject: RE: Leading the March Black Affinity Space (3/10)

LOVE this idea!! Can we add to team meeting discussion today??

Jenn

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



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P: 202-729-3291

E: jennifer.nelson@dc.gov
Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)
Canvas: bit.ly/DCPSEquity
Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Wednesday, February 24, 2021 9:15 AM
To: Crowder, Christina (DCPS) <christina.crowder@k12.dc.gov>; Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>
Subject: Leading the March Black Affinity Space (3/10)

Hi Christina and Jenn,

With March being Women's History Month, I wanted to know if the two of you (and/or others) would be interested in leading the next Black affinity space on **Wednesday, March 10 at 4PM?**

I was thinking this could be a way to highlight the work of Reign and We the Girls in a way that is interactive and engaging.

I also wonder if there might even be a way to invite some of our girls and/or faculty advisors to join and make a few remarks.

I think this would be a great way for folks to hear about our student-facing work.

However – open to your thoughts and feedback so let me know what you think or if you have another approach/idea in mind!

Best,
Equity Team

Equity Team
Equity Strategy and Programming



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From: [Lundgren, Katie \(DCPS\)](#)
To: [Rodriguez, Victor \(DCPS\)](#)
Subject: Re: Marie Reed affinity group date
Date: Tuesday, May 11, 2021 8:59:26 AM
Attachments: [image001.png](#)

Good morning Javi,

First of all, thanks for the invitation again to listen to Dr. Horsford's talk on Friday. I was able to log in and catch the last half of it or so, and it was very interesting!

I wanted to follow up and let you know that our Latinx affinity group has agreed to go first in our cross-racial dialogue that will be held on June 9. As a reminder, I would like you to join their group on May 19 from 8:00-9:30am to help them prepare for the June 9 session. I sense that people are intimidated and a little unclear about what they "should" say in that space. I have tried to leave it open and encouraged them to respond to the general question, "What can we do to create a more inclusive Marie Reed?" from their group's perspective. I encouraged them to identify several individuals who will speak or share so that it doesn't all fall on one person. I have also said it doesn't need to be a formal presentation with slides or anything like that - just an organic, authentic response to the question, based on the group's discussions thus far.

If you can help them work through that, I would be greatly appreciative!

Best,
Katie

Katie Lundgren
[Pronouns: she/her/hers](#)
Principal/Directora

Marie Reed Elementary School
2201 18th Street NW, Washington, DC 20009
Mobile: (202) 596-4420
Office: (202) 673-7308
Fax: (202) 671-5042
Website: www.mariereedes.org
Twitter: [@MRESPrincipal](#)

We are Panthers! We are Proud! We are Powerful!

From: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>
Sent: Tuesday, May 4, 2021 3:46 PM
To: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Subject: Re: Marie Reed affinity group date

Ah! Yes, that sounds great. I'll see you all then.

Javi

Javi Rodriguez, M.A.
He/Him/His
Coordinator, Empowering Males of Color
Equity Strategy and Programming
Office of School Improvement and Supports
Social Emotional Academic Development
District of Columbia Public Schools1200
First Street, NE 11th Floor
Washington DC 20002
P: 202-729-1491
E: victor.rodriguez@k12.dc.gov

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Sent: Tuesday, May 4, 2021 2:42:42 PM
To: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>
Subject: Re: Marie Reed affinity group date

Thanks so much, Javi!

By May 19, I hope to know which of our affinity group will present at the cross-racial dialogue in June (scheduled for June 9). I expect that on May 19 you would join the affinity group that will be presenting in June, in order to help them collect their thoughts/plan for the cross-racial dialogue group.

Does that sound okay?

Katie Lundgren
[Pronouns: she/her/hers](#)
Principal/Directora

Marie Reed Elementary School
2201 18th Street NW, Washington, DC 20009
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Office: (202) 673-7308
Fax: (202) 671-5042
Website: www.mariereedes.org
Twitter: @MRESPrincipal

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From: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>
Sent: Tuesday, May 4, 2021 11:19 AM
To: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Subject: RE: Marie Reed affinity group date

Good morning Principal Lundgren!

Happy Tuesday! I have saved the May 19th date to my calendar to clarify you all want me to attend the 5/19 affinity meeting and do what exactly? For June I think it would be great to see a cross-racial affinity conversation surrounding supporting and affirming Queer experiences!

Javi Rodriguez, M.A.

[He/Him/His](#)

Coordinator, Empowering Males of Color



Office of School Improvement and Supports

Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE- 11th Floor

Washington DC 20002

P: 202-729-1491

E: victor.rodriguez@k12.dc.gov

Schedule a meeting with me? [Javi's Calendar](#)

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>

Sent: Tuesday, May 4, 2021 9:07 AM

To: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>

Subject: Marie Reed affinity group date

Hey Javi!

Hope all is well with you. We have set the date for our May affinity group meeting for **May 19 (8:10-9:30am)**. I'm not sure yet which group will be preparing to present in June, but could you pencil that date in your calendar please? I'll reach out tomorrow to let you know which group will be requesting your presence.

Thanks!

Katie

Katie Lundgren

[Pronouns: she/her/hers](#)

Principal/Directora

Marie Reed Elementary School
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Office: (202) 673-7308
Fax: (202) 671-5042
Website: www.mariereedes.org
Twitter: @MRESPrincipal

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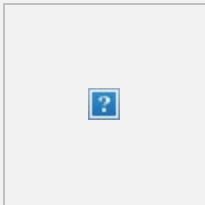
From: [Rene, Elizabeth \(DCPS\)](#)
To: [McClain, Justin \(DCPS\)](#); [Jackson, Nigel \(DCPS\)](#); [Howard, Milo A. \(DCPS\)](#)
Subject: RE: McClain, Justin (DCPS) shared "May Black Affinity Space Deck " with you.
Date: Wednesday, May 19, 2021 10:11:00 AM
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Really looking forward to it!

Best,
Lizz

Manager, Equity Strategy and Programming

[She/Her/Hers](#)



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: McClain, Justin (DCPS) <Justin.Mcclain@k12.dc.gov>

Sent: Tuesday, May 18, 2021 9:55 PM

To: Jackson, Nigel (DCPS) <Nigel.Jackson3@k12.dc.gov>; Howard, Milo A. (DCPS) <Milo.Howard@k12.dc.gov>; Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>

Subject: McClain, Justin (DCPS) shared "May Black Affinity Space Deck " with you.



McClain, Justin (DCPS) shared a file with you

Good Evening Team,

Just wanted to share with you the deck we will use for tomorrow's session. Feel free to edit or adjust accordingly.

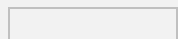
Best



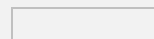
[May Black Affinity Space Deck](#)



This link will work for anyone.



[Privacy Statement](#)



From: [Blake, William \(DCPS\)](#)
To: [Oladipo, Samuel \(DCPS\)](#)
Subject: Re: MEOCC Affinity space for BHM
Date: Friday, February 12, 2021 11:03:05 AM

Tuesday, Feb 23rd at 4pm

--

William L. Blake, Ed.D
Director, SEL & School Culture

Office of School Improvement & Supports
Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, N.E.

Washington, DC 20002

E William.Blake@k12.dc.gov

M 202-794-3545

W www.dcps.dc.gov

Twitter: [@DCPS_SEL](#)

From: "Oladipo, Samuel (DCPS)" <Samuel.Oladipo@k12.dc.gov>
Date: Friday, February 12, 2021 at 10:59 AM
To: "Blake, William (DCPS)" <William.Blake@k12.dc.gov>
Subject: RE: MEOCC Affinity space for BHM

Sounds good! Which date would work best for you? And I think keeping it to that 4pm time seems to work best for people.

From: Blake, William (DCPS) <William.Blake@k12.dc.gov>
Sent: Friday, February 12, 2021 10:42 AM
To: Oladipo, Samuel (DCPS) <Samuel.Oladipo@k12.dc.gov>
Subject: Re: MEOCC Affinity space for BHM

That's cool Samuel. We will make it work. Just keep me posted!

--

William L. Blake, Ed.D
Director, SEL & School Culture

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1200 First Street, N.E.

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W www.dcps.dc.gov
Twitter: [@DCPS_SEL](https://twitter.com/DCPS_SEL)

From: "Oladipo, Samuel (DCPS)" <Samuel.Oladipo@k12.dc.gov>
Date: Thursday, February 11, 2021 at 1:22 PM
To: "Blake, William (DCPS)" <William.Blake@k12.dc.gov>
Subject: MEOCC Affinity space for BHM

Hi Will,

We're on the meeting for the Newsletter review and it came up that in case the speaker falls through we should host another affinity space to honor Black History Month. This would need to take place prior to the Feb. 25th date that's tentatively being held for the speaker event. I'm finalizing the Newsletter over the next couple of days, so please let me know if it's feasible.

With regards,

Samuel Oladipo, M.Ed.

Specialist, Social Emotional Learning and School Culture

Office of School Improvement and Supports

Student Supports Division

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

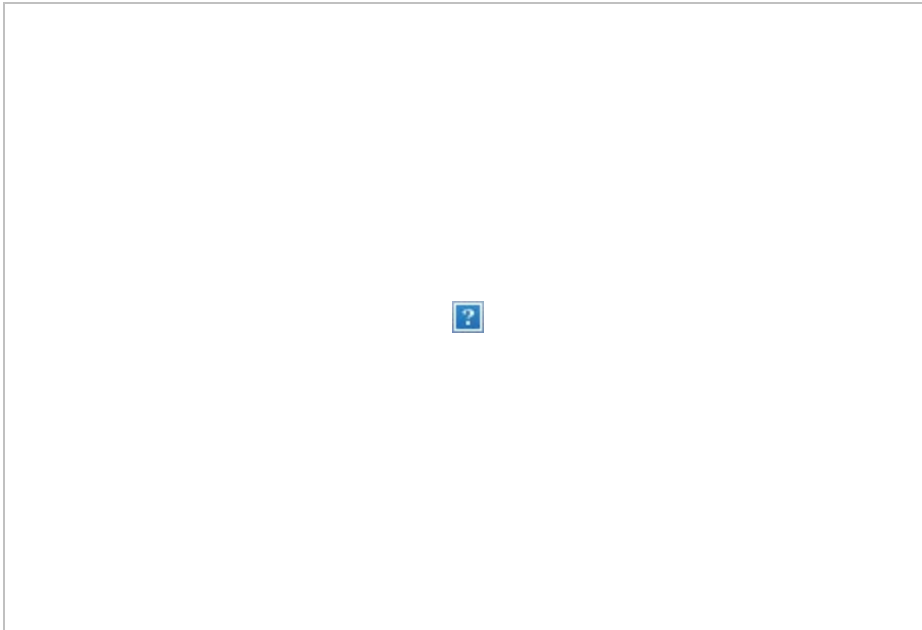
T 202.578.4483

E samuel.oladipo@dc.gov

W <http://dcps.dc.gov>

"A good head and good heart are always a formidable combination. But when you add to that a literate tongue or pen, then you have something very special." - Nelson Mandela

From: [Breisch, Kathryn \(DCPS\)](#)
To: [DESHIELDS, JUDONN \(DCPS\)](#); [DCPS Equity](#); [DCPS, OSIS \(DCPS\)](#)
Cc: [Warner, Keisha \(DCPS\)](#); [Thomas, Maggie \(DCPS\)](#); [Vance, Lindsey \(DCPS\)](#); [Barnes, Tisa \(DCPS\)](#); [Williams, Alison \(DCPS\)](#); [Nelson, Jennifer \(DCPS\)](#)
Subject: RE: Multi-Racial Affinity Space Invitation
Date: Thursday, April 29, 2021 8:33:15 AM
Attachments: [image001.jpg](#)
[image004.jpg](#)



Good morning! Quick reminder: if you're available at **4pm today**, I'm looking forward to seeing you at our **inaugural DCPS Multi-Racial Affinity Space!**

Everyone on this invite shares a multi-racial identity, so this will be our [Brave Space](#) to share experiences, process together, and think about our unique position to serve DCPS and our communities. No pre-work for the meeting, just show up as yourself!

Flexible agenda:

1. Introductions
2. Whip-around questions
3. Our shared purpose
4. Next meetings?

Most sincerely,
Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade

Cell: 202.810.3838

Email: Kathryn.Breisch@k12.dc.gov

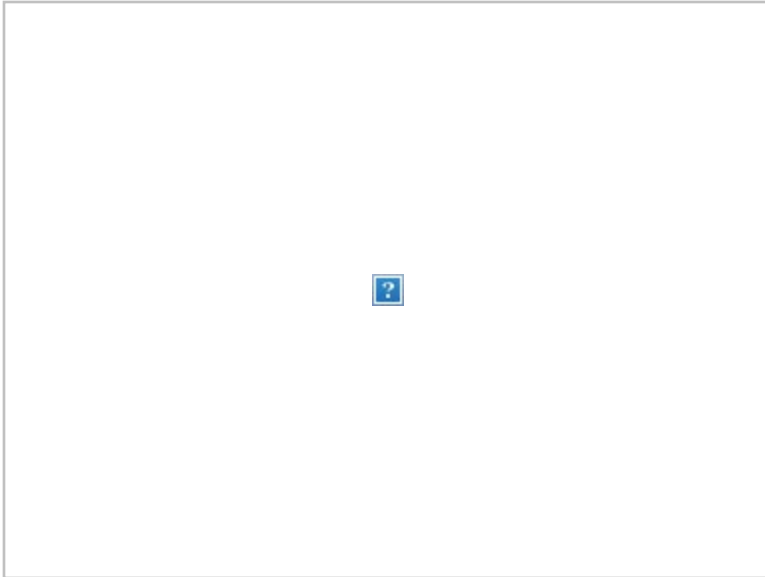
Alice Deal Middle School

3815 Fort Dr NW

Washington, D.C. 20016

Phone: 202-939-2010

D.C. Public Schools



-----Original Appointment-----

From: Breisch, Kathryn (DCPS)

Sent: Wednesday, April 7, 2021 12:00 PM

To: Breisch, Kathryn (DCPS); DESHIELDS, JUDONN (DCPS); DCPS Equity; DCPS, OSIS (DCPS)

Cc: Warner, Keisha (DCPS); Thomas, Maggie (DCPS); Mourtos, Aiyana (DCPS); Vance, Lindsey (DCPS); tisa.barnes@k12.dc.gov; Williams, Alison (DCPS); Nelson, Jennifer (DCPS)

Subject: Multi-Racial Affinity Space Invitation

When: Thursday, April 29, 2021 4:00 PM-4:45 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hello JuDonn, Maggie, Aiyana, Keisha, Lindsey, Tisa, and Alison,

Warmest greetings to you today. Please accept this invitation to take part in our first affinity group space exclusively for DCPS people who self-identify as multi-racial. It'll be **Thursday, April 29th at 4pm.**

No pre-work or written agenda for the meeting; the purpose right now is to connect over the common experience of being a beautiful mix of many races, cultures, families, perhaps languages, etc. This group is a mix of central office and school-based employees, so feel free to forward this invite to colleagues who share a multi-racial affinity if you wish.

Please email or Teams me if you want to talk or ask questions.

Most sincerely,

Kathryn

Kathryn Breisch

Math and Science Teacher, 8th grade

Cell: 202.810.3838

Email: Kathryn.Breisch@k12.dc.gov

Alice Deal Middle School

3815 Fort Dr NW

Washington, D.C. 20016

Phone: 202-939-2010

D.C. Public Schools

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-539-1291,143305617#](#) United States, Washington DC

Phone Conference ID: 143 305 617#

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[Learn More](#) | [Meeting options](#)

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Pitts, Breana \(DCPS\)](#)
Subject: RE: Parents of Students of Color Affinity Space
Date: Thursday, February 25, 2021 9:24:00 AM
Attachments: [image001.jpg](#)
[image004.jpg](#)

Ok let me ask!

Best,
Equity Team

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Pitts, Breana (DCPS) <Breana.Pitts@k12.dc.gov>
Sent: Wednesday, February 24, 2021 9:21 PM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: Re: Parents of Students of Color Affinity Space

Thanks, Lizz!

I think a pre-meeting might be helpful, but will defer to Emily and Scott.

Best,
Breana

--

Breana Pitts

Manager, Systems and Strategy
Content and Curriculum

Office of Teaching and Learning

Social Emotional Academic Development

District of Columbia Public Schools
1200 First Street, NE

Washington, DC 20002
Email: breana.pitts@k12.dc.gov
Web: dcps.dc.gov

From: "Rene, Elizabeth (DCPS)" <elizabeth.rene@k12.dc.gov>
Date: Wednesday, February 24, 2021 at 1:41 PM
To: "Pitts, Breana (DCPS)" <Breana.Pitts@k12.dc.gov>
Subject: RE: Parents of Students of Color Affinity Space

Sure thing! Attached is the e-mail with the original ask where Alison recommended you join.

In short – Lafayette is having a meeting with their parents of students of color and some parents may have questions about the District’s work to make the curriculum more culturally responsive.

They specifically cited:

- When does race come up,
- How are we ensuring anti-racist curricula,
- Broader district updates

If helpful – I don’t mind seeing if we can have a pre-meeting with the folks who reached out to us in advance of meeting with the parents – for more clarity?

Best,
Equity Team

Equity Team
Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Pitts, Breana (DCPS) <Breana.Pitts@k12.dc.gov>
Sent: Wednesday, February 24, 2021 12:44 PM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: Re: Parents of Students of Color Affinity Space

Hey Lizz,

Can you please share more details about this meeting?

Thanks,

Breana

--

Breana Pitts

Manager, Systems and Strategy
Content and Curriculum

Office of Teaching and Learning

Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

Email: breana.pitts@k12.dc.gov

Web: dcps.dc.gov

From: "Rene, Elizabeth (DCPS)" <elizabeth.rene@k12.dc.gov> on behalf of "Diesner, Jillian (DCPS)" <jillian.diesner@k12.dc.gov>

Date: Tuesday, February 23, 2021 at 1:24 PM

To: "Abbott, Scott (DCPS)" <scott.abbott@k12.dc.gov>, "Hammett, Emily (DCPS)" <Emily.Hammett@k12.dc.gov>, "Pitts, Breana (DCPS)" <Breana.Pitts@k12.dc.gov>

Subject: FW: Parents of Students of Color Affinity Space

-----Original Appointment-----

From: Diesner, Jillian (DCPS) <jillian.diesner@k12.dc.gov>

Sent: Monday, February 22, 2021 3:06 PM

To: Diesner, Jillian (DCPS); Adams, Ashlee (DCPS); Rogers, Jasmine (DCPS); Mosby, Rashida (DCPS); Broquard, Carrie (DCPS); Mayhew, Stephanie D. (DCPS); Brown, Kenneth (DCPS); bosurgi, madison (DCPS); Dodson, Emma (DCPS)

Cc: Rene, Elizabeth (DCPS)

Subject: Parents of Students of Color Affinity Space

When: Wednesday, March 10, 2021 6:30 PM-8:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where:

Microsoft Teams meeting

Join on your computer or mobile app
[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-539-1291, 464858384#](#) United States, Washington DC

Phone Conference ID: 464 858 384#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

From: [Larkin, Kerri \(DCPS\)](#)
To: [Cole, Karen \(DCPS\)](#); [Malone, Josie \(DCPS\)](#); [Miller, Chris \(DCPS\)](#)
Cc: [Woodman, Madeleine \(DCPS\)](#)
Subject: RE: Pls review - RE: White Affinity Group Shared Drive
Date: Tuesday, February 23, 2021 3:48:30 PM
Attachments: [image002.jpg](#)

Lunch on Fridays could work. Thank you for looping back! K

From: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Sent: Tuesday, February 23, 2021 3:45 PM
To: Malone, Josie (DCPS) <josie.malone@k12.dc.gov>; Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

T-Th are my heaviest days. Fine with lunch but M or F better for me.

From: Malone, Josie (DCPS) <josie.malone@k12.dc.gov>
Sent: Tuesday, February 23, 2021 2:47 PM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: Re: Pls review - RE: White Affinity Group Shared Drive

How would y'all feel about like a lunch hour? Maybe like around noon T-Th?

--

Josie Malone

Manager, Secondary English Language Arts

Office of Teaching and Learning
Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

E josie.malone@k12.dc.gov

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Date: Tuesday, February 23, 2021 at 2:11 PM
To: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>, Malone, Josie (DCPS) <josie.malone@k12.dc.gov>, Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

Hey team,

So I definitely missed the boat this month. I'd like to try to send out a recurring invite for March-June. What do you think of in terms of week, day, and time?

Thanks!

From: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Sent: Thursday, February 4, 2021 11:54 AM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Malone, Josie (DCPS) <josie.malone@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

Well, we could put the choices in an outlook poll or Forms survey.

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Sent: Thursday, February 4, 2021 11:47 AM
To: Malone, Josie (DCPS) <josie.malone@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>; Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

Karen: do you have any ed tech tools we could leverage to come to a consensus with the affinity group about which resources to discuss each month?

From: Malone, Josie (DCPS) <josie.malone@k12.dc.gov>
Sent: Thursday, February 4, 2021 11:43 AM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>; Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>
Subject: Re: Pls review - RE: White Affinity Group Shared Drive

This is awesome!

I love it.

As for determining resources to focus on / time – is there a tech tool we can use to gether a consensus?

--

Josie Malone
Manager, Secondary English Language Arts

Office of Teaching and Learning
Social Emotional Academic Development

District of Columbia Public Schools
1200 First Street, NE
Washington, DC 20002
E josie.malone@k12.dc.gov

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Date: Tuesday, February 2, 2021 at 2:43 PM
To: Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>, Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Cc: Woodman, Madeleine (DCPS) <madeleine.woodman@k12.dc.gov>, Malone, Josie (DCPS) <josie.malone@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

Hey team,

Putting the broader group of facilitators on here. Team: Karen has gone ahead and create the system for our anti-racist resource section in our [White Affinity Group](#) space on Teams under Files. The thinking is to email the broader listserv asking them to add in resources that they have learned from in recent months. We would then identify a few resources to discuss each time and perhaps do some planning/reflection tied to them. I was thinking of emailing the broader listserv tomorrow or Thursday. Thoughts on process for identifying resources to discuss at our next affinity group meeting? And preferences for the date and time of the meeting?

Thanks!

From: Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Sent: Monday, January 25, 2021 10:02 AM
To: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>; Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>
Subject: RE: Pls review - RE: White Affinity Group Shared Drive

Karen, Thank you so much. I love the idea of pre-populating with some meaningful resources and will do that later today or tomorrow. K

From: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>
Sent: Monday, January 25, 2021 9:05 AM
To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>
Subject: Pls review - RE: White Affinity Group Shared Drive

Hi all,

I created the folders, and used the text below to draft a note to the group. I think it would be nice for each of us to put something in a folder before sending to get the ball rolling and provide

examples.

Anything to add to the note below? When is our next meeting?

White Affinity Group,

In our last meeting, we brainstormed ideas for how to keep our group productive while not depending on one person to plan each meeting. Here's the plan:

- In our [White Affinity Group](#) space on Teams, under Files, you'll see we've set up folders for an Anti-Racist Resource Library. So far it includes: Personal Reflection, Work Culture, Social Activism, Teaching and Learning, Leaders of Note, and Commitments and Calls to Action.
- Each month, each of us will commit to contribute a resource – a book, image, etc. to a folder, making new folders as needed.
- To plan our meeting agendas, we will multi-vote the resources, and discuss one or two each time.
- As we meet we will develop either personal or group actions we commit to taking, which would be saved in Our Group Commitments and Calls to Action.

Eager to hear your thoughts,

From: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>

Sent: Friday, January 15, 2021 1:00 PM

To: Cole, Karen (DCPS) <Karen.Cole@k12.dc.gov>

Cc: Larkin, Kerri (DCPS) <kerri.larkin@k12.dc.gov>

Subject: Re: White Affinity Group Shared Drive

Hey Karen & Kerri,

I think this sounds great! In terms of storage, how about we use the existing White Affinity Teams account? [Here](#) is the link. Would that work?

Best,

Chris Miller

Director, Cluster Support Model

Pronouns: he, him, his

Office of the Deputy Chancellor

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

T 202.793.0225

E chris.miller@dc.gov

W <http://dcps.dc.gov>

From: "Cole, Karen (DCPS)" <Karen.Cole@k12.dc.gov>

Date: Thursday, January 14, 2021 at 4:38 PM

To: Chris Miller <Chris.Miller@k12.dc.gov>

Cc: "Larkin, Kerri (DCPS)" <kerri.larkin@k12.dc.gov>

Subject: White Affinity Group Shared Drive

Hi Chris,

Kerri and I got together and brainstormed about how we might collect and share our learnings as a group. The idea is to set up a shared onedrive with these folders (or a sharepoint if we want to get fancy). The idea is that each month we would all commit to contribute a resource – a book, image, etc. to a folder, making new folders as needed. To plan our meeting agendas, we might multi-vote the resources, and discuss one or two each time. As we meet we might develop either personal or group actions we commit to taking, which would be saved in Our Group Calls to Action.

If you like this, we are wondering if you have any ideas for where these folders might live? Trying to think of a shared space rather than one person's account.

That's the last problem to solve before sending this out to the group.

Landing page - White Affinity Anti-racist (AR) commitment to self and organizational change
Folders

AR and personal reflection

AR and work culture (including leadership)

AR and social activism

AR and teaching and learning

AR leaders of note

Our group calls to action

Meeting agendas

Eager to hear your thoughts,



From: [Rene, Elizabeth \(DCPS\)](#)
To: [Novoa-Marcano, Edgar \(DCPS\)](#)
Subject: RE: Remaining Dates for Affinity Groups in SY20-21
Date: Wednesday, April 21, 2021 9:21:00 AM
Attachments: [image002.jpg](#)
[image003.jpg](#)

Thank you!

Best,
Lizz

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](#)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Novoa-Marcano, Edgar (DCPS) <Edgar.Novoa-Marcano@k12.dc.gov>
Sent: Tuesday, April 20, 2021 6:03 PM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: Re: Remaining Dates for Affinity Groups in SY20-21

I just added the DCPS Equity account to the April date.

Best,
Edgar

From: "Rene, Elizabeth (DCPS)" <elizabeth.rene@k12.dc.gov>
Date: Tuesday, April 20, 2021 at 3:24 PM
To: "Miller, Chris (DCPS)" <Chris.Miller@k12.dc.gov>, "Ilar, Jerry (DCPS)" <Jerry.Ilar@k12.dc.gov>, "Breisch, Kathryn (DCPS)" <kathryn.breisch@k12.dc.gov>, "Novoa-Marcano, Edgar (DCPS)" <Edgar.Novoa-Marcano@k12.dc.gov>
Subject: RE: Remaining Dates for Affinity Groups in SY20-21

I forgot Kathryn already shared the Multi-Racial affinity space date with me for April so that's now

included below!

Also – if helpful, you can feel free to add dcps.equity@k12.dc.gov to your invites for future reference. That way we'll be able to keep track of when meetings are happening, forward new [list-serv](#) additions those invites and add upcoming dates to our monthly calendar that we send out to Bren at the top of the month.

Affinity Space	April Date	May Date	June Date
AAPI			
Black	4/21 @ 4PM	5/12 @ 4PM	6/16 @ 4PM
Hispanic/Latinx	4/30 @ 11AM	TBD	TBD
Multi-Racial	4/29 @ 4PM		
White			

Best,
Lizz

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Rene, Elizabeth (DCPS)

Sent: Tuesday, April 20, 2021 1:47 PM

To: Miller, Chris (DCPS) <Chris.Miller@k12.dc.gov>; Ilar, Jerry (DCPS) <Jerry.Ilar@k12.dc.gov>; Breisch, Kathryn (DCPS) <kathryn.breisch@k12.dc.gov>; Novoa-Marcano, Edgar (DCPS) <Edgar.Novoa-Marcano@k12.dc.gov>

Subject: Remaining Dates for Affinity Groups in SY20-21

Hey everyone,

No rush on this but Bren wanted to know when the remaining affinity groups will be for the school year. I think she wants to share with senior leadership to encourage their attendance.

Would you mind completing the chart below with your remaining dates?

Affinity Space	April Date	May Date	June Date
AAPI			
Black	4/21 @ 4PM	5/12 @ 4PM	6/16 @ 4PM
Hispanic/Latinx			
Multi-Racial	4/29 @ 4PM		
White			

Best,
Lizz

Equity Team

Equity Strategy and Programming



Office of School Improvement and Student Supports

District of Columbia Public Schools

E-Mail: dcps.equity@k12.dc.gov

Twitter: [@DCPSEquity](https://twitter.com/DCPSEquity)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Rodriguez, Victor \(DCPS\)](#)
To: [Lundgren, Katie \(DCPS\)](#); [Cuadro, Samuel \(DCPS\)](#)
Subject: Re: Reminder: Affinity groups meeting Wednesday
Date: Wednesday, May 19, 2021 8:32:53 AM

Yep! In the room now, my apologies.

Javip

Javi Rodriguez, M.A.
He/Him/His
Coordinator, Empowering Males of Color
Equity Strategy and Programming
Office of School Improvement and Supports
Social Emotional Academic Development
District of Columbia Public Schools1200
First Street, NE 11th Floor
Washington DC 20002
P: 202-729-1491
E: victor.rodriguez@k12.dc.gov

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Sent: Wednesday, May 19, 2021 8:26:18 AM
To: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>
Subject: Re: Reminder: Affinity groups meeting Wednesday

Good morning Javi,

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Katie Lundgren
[Pronouns: she/her/hers](#)
Principal/Directora

Marie Reed Elementary School
2201 18th Street NW, Washington, DC 20009
Mobile: (202) 596-4420
Office: (202) 673-7308
Fax: (202) 671-5042
Website: www.mariereedes.org
Twitter: [@MRESPrincipal](https://twitter.com/MRESPrincipal)

We are Panthers! We are Proud! We are Powerful!

From: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>
Sent: Wednesday, May 19, 2021 1:29 AM
To: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>

Subject: Re: Reminder: Affinity groups meeting Wednesday

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Coordinator, Empowering Males of Color
Equity Strategy and Programming
Office of School Improvement and Supports
Social Emotional Academic Development
District of Columbia Public Schools1200
First Street, NE 11th Floor
Washington DC 20002
P: 202-729-1491
E: victor.rodriguez@k12.dc.gov

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>

Sent: Tuesday, May 18, 2021 4:35 PM

To: Rodriguez, Victor (DCPS); Cuadro, Samuel (DCPS)

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Katie Lundgren

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To: [Rodriguez, Victor \(DCPS\)](#); [Cuadro, Samuel \(DCPS\)](#)
Subject: Re: Reminder: Affinity groups meeting Wednesday
Date: Wednesday, May 19, 2021 8:26:19 AM

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Cc: [Rodriguez, Victor \(DCPS\)](#); [Giron, Katherine \(DCPS\)](#); [Holcombe, Allison \(DCPS\)](#)
Subject: Re: Reminder: Affinity groups meeting Wednesday
Date: Wednesday, June 16, 2021 10:19:17 AM

Thanks to you

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>
Sent: Wednesday, June 16, 2021 9:49:59 AM
To: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>; Kinzer, Harlan (DCPS) <harlan.kinzer@k12.dc.gov>; Mulligan, Claudia (DCPS) <claudia.mulligan@k12.dc.gov>; Guirguis, Deena (DCPS) <Deena.Guirguis@k12.dc.gov>; Dawkins, Cynthia (DCPS) <cynthia.dawkins@k12.dc.gov>; Estanga, Charlie (DCPS) <Charlie.Estanga@k12.dc.gov>; Ortiz, Mary (DCPS) <mary.ortiz@k12.dc.gov>; Guillen, Marisa (DCPS) <marisa.guillen@k12.dc.gov>; Bielasiak, Brittany (DCPS) <brittany.bielasiak@k12.dc.gov>; Francois, Bergina (DCPS) <bergina.francois@k12.dc.gov>; Hughes, Carole (DCPS) <carole.hughes@k12.dc.gov>; Khoury, Jumana (DCPS) <Jumana.Khoury@k12.dc.gov>; Jackson, Jacqueline N. (DCPS) <jacqueline.jackson@k12.dc.gov>; Manoel, Leticia (DCPS) <Leticia.Manoel@k12.dc.gov>; Marquez, Juana (DCPS) <Juana.Marquez@k12.dc.gov>; Ogoola, Patricia (DCPS) <Patricia.Ogoola@k12.dc.gov>; Smith, Francesca (DCPS) <Francesca.Smith@k12.dc.gov>; Granobles, Sandra (DCPS) <Sandra.Granobles@k12.dc.gov>; Englehart, Michael (DCPS) <Michael.Englehart@k12.dc.gov>; Padilla, Fazia (DCPS) <Fazia.Padilla@k12.dc.gov>; Feliciano, Natalia (DCPS) <Natalia.Feliciano@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Gonzales, Estella (DCPS) <estella.gonzales@k12.dc.gov>; Rubino, Stefania (DCPS) <Stefania.Rubino@k12.dc.gov>; Capetillo, Patricia (DCPS) <patricia.capetillo@k12.dc.gov>; Norton, Cody (DCPS) <Cody.Norton@k12.dc.gov>; Pelaez-Lopez, Luz <luzm.pelaez-lopez@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Estrella, Janis (DCPS) <Janis.Estrella@k12.dc.gov>
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To: Kinzer, Harlan (DCPS) <harlan.kinzer@k12.dc.gov>; Mulligan, Claudia (DCPS) <claudia.mulligan@k12.dc.gov>; Guirguis, Deena (DCPS) <Deena.Guirguis@k12.dc.gov>; Dawkins, Cynthia (DCPS) <cynthia.dawkins@k12.dc.gov>; Estanga, Charlie (DCPS) <Charlie.Estanga@k12.dc.gov>; Ortiz, Mary (DCPS) <mary.ortiz@k12.dc.gov>; Guillen, Marisa (DCPS) <marisa.guillen@k12.dc.gov>; Bielasiak, Brittany (DCPS) <brittany.bielasiak@k12.dc.gov>; Francois, Bergina (DCPS) <bergina.francois@k12.dc.gov>; Hughes, Carole (DCPS) <carole.hughes@k12.dc.gov>; Khoury, Jumana (DCPS) <Jumana.Khoury@k12.dc.gov>; Jackson, Jacqueline N. (DCPS) <jacqueline.jackson@k12.dc.gov>; Manoel, Leticia (DCPS) <Leticia.Manoel@k12.dc.gov>; Marquez, Juana (DCPS) <Juana.Marquez@k12.dc.gov>; Ogoola, Patricia (DCPS) <Patricia.Ogoola@k12.dc.gov>; Smith, Francesca (DCPS) <Francesca.Smith@k12.dc.gov>; Granobles, Sandra (DCPS) <Sandra.Granobles@k12.dc.gov>; Englehart, Michael (DCPS) <Michael.Englehart@k12.dc.gov>; Padilla, Fazia (DCPS) <Fazia.Padilla@k12.dc.gov>; Feliciano, Natalia (DCPS) <Natalia.Feliciano@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Gonzales, Estella (DCPS) <estella.gonzales@k12.dc.gov>; Rubino, Stefania (DCPS) <Stefania.Rubino@k12.dc.gov>; Capetillo, Patricia (DCPS) <patricia.capetillo@k12.dc.gov>; Norton, Cody (DCPS) <Cody.Norton@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>; Pelaez-Lopez, Luz <luzm.pelaez-lopez@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Estrella, Janis (DCPS) <Janis.Estrella@k12.dc.gov>
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Thank you!
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[Pronouns: she/her/hers](#)
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We are Panthers! We are Proud! We are Powerful!

From: [Cuadro, Samuel \(DCPS\)](#)
To: [Rodriguez, Victor \(DCPS\)](#); [Lundgren, Katie \(DCPS\)](#)
Subject: Re: Reminder: Affinity groups meeting Wednesday
Date: Thursday, May 20, 2021 4:11:13 PM
Attachments: [image001.png](#)

That would be great, thank you!

I think we should meet and have also more volunteers.

Samuel Cuadro
Dual Language Teacher at Marie Reed
WTU Executive Board Member
2027518656

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Sent: Thursday, May 20, 2021 2:28:47 PM
To: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>
Subject: Re: Reminder: Affinity groups meeting Wednesday

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Coordinator, Empowering Males of Color



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E: victor.rodriguez@k12.dc.gov

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Subject: Re: Reminder: Affinity groups meeting Wednesday
Date: Thursday, May 20, 2021 2:28:49 PM
Attachments: [image001.png](#)

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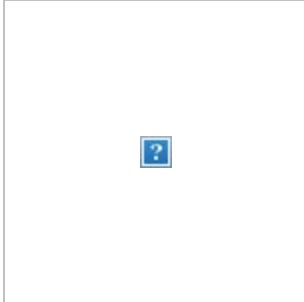
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E: victor.rodriguez@k12.dc.gov

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Sent: Monday, May 17, 2021 12:09:31 PM
To: Kinzer, Harlan (DCPS) <harlan.kinzer@k12.dc.gov>; Mulligan, Claudia (DCPS) <claudia.mulligan@k12.dc.gov>; Guirguis, Deena (DCPS) <Deena.Guirguis@k12.dc.gov>; Dawkins, Cynthia (DCPS) <cynthia.dawkins@k12.dc.gov>; Estanga, Charlie (DCPS) <Charlie.Estanga@k12.dc.gov>; Ortiz, Mary (DCPS) <mary.ortiz@k12.dc.gov>; Guillen, Marisa (DCPS) <marisa.guillen@k12.dc.gov>; Bielasiak, Brittany (DCPS) <brittany.bielasiak@k12.dc.gov>; Francois, Bergina (DCPS) <bergina.francois@k12.dc.gov>; Hughes, Carole (DCPS) <carole.hughes@k12.dc.gov>; Khoury, Jumana (DCPS) <Jumana.Khoury@k12.dc.gov>; Jackson, Jacqueline N. (DCPS) <jacqueline.jackson@k12.dc.gov>; Manoel, Leticia (DCPS) <Leticia.Manoel@k12.dc.gov>; Marquez, Juana (DCPS) <Juana.Marquez@k12.dc.gov>; Ogoola, Patricia (DCPS) <Patricia.Ogoola@k12.dc.gov>; Smith, Francesca (DCPS) <Francesca.Smith@k12.dc.gov>; Granobles, Sandra (DCPS) <Sandra.Granobles@k12.dc.gov>; Englehart, Michael (DCPS) <Michael.Englehart@k12.dc.gov>; Padilla, Fazia (DCPS) <Fazia.Padilla@k12.dc.gov>; Feliciano, Natalia (DCPS) <Natalia.Feliciano@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Gonzales, Estella (DCPS) <estella.gonzales@k12.dc.gov>; Rubino, Stefania (DCPS) <Stefania.Rubino@k12.dc.gov>; Capetillo, Patricia (DCPS) <patricia.capetillo@k12.dc.gov>; Norton, Cody (DCPS) <Cody.Norton@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>; Pelaez-Lopez, Luz <luzm.pelaez-lopez@k12.dc.gov>; Burdick, Kevin (DCPS) <Kevin.Burdick@k12.dc.gov>; Estrella, Janis (DCPS) <Janis.Estrella@k12.dc.gov>
Cc: Rodriguez, Victor (DCPS) <Victor.Rodriguez@k12.dc.gov>; Giron, Katherine (DCPS) <katherine.giron@k12.dc.gov>; Holcombe, Allison (DCPS) <Allison.Holcombe@k12.dc.gov>
Subject: Reminder: Affinity groups meeting Wednesday

Good morning, Race and Equity Leaders!

This is a reminder that this Wednesday from 8:00-9:30am, we will have our last scheduled affinity group meeting of the year with our staff. Our centering question has been, "What can we do to make a more inclusive Marie Reed?" Your groups may continue along that question or pick up where you left off in the last discussion last month. Remember, the goal of these affinity groups is to create a safe space among colleagues to process the impacts of racism and white supremacy within our school community and identify collective actions to take as individuals and as groups. We will also have periodic cross-racial dialogues in which we learn from each other.

I am grateful to the Latino/Latinx group for preparing to facilitate the first cross-racial dialogue with our staff on Wednesday, June 9! As a reminder, Javi Rodriguez from the Central Equity Response Team will join your group this week to help you prepare for that session.

For this Wednesday, here is the general plan:

- **8:00-8:20** All staff meet in Morning Collab meeting in the Panthers general channel; Lundgren to welcome and provide reminder of affinity group norms and purpose/centering question, as well as explain the goal of the first cross-racial dialogue coming up on June 9.
- **8:20-9:30** All staff move to affinity group channels to be facilitated by the following staff:
 - Black/African American - Ms. Young
 - Latino/Latinx - Mr. Cuadro, Ms. Granobles
 - AAPI/Middle Eastern - Ms. Padilla, Ms. Jumana
 - White/Caucasian - Mr. Norton, Ms. Bielasiak

Any questions or suggestions, please respond via email.

Thank you!

Principal Lundgren

Katie Lundgren
[Pronouns: she/her/hers](#)
Principal/Directora

Marie Reed Elementary School
2201 18th Street NW, Washington, DC 20009
Mobile: (202) 596-4420
Office: (202) 673-7308
Fax: (202) 671-5042
Website: www.mariereedes.org
Twitter: [@MRESPrincipal](https://twitter.com/MRESPrincipal)

We are Panthers! We are Proud! We are Powerful!

From: [Granobles, Sandra \(DCPS\)](#)
To: [Castillo, Walter \(DCPS\)](#); [Nassar, Denia \(DCPS\)](#)
Cc: [Lundgren, Katie \(DCPS\)](#); [Capetillo, Patricia \(DCPS\)](#); [Cuadro, Samuel \(DCPS\)](#); [Pelaez-Lopez, Luz](#)
Subject: Re: Seeking voices for 6/16 Latinx Affinity Group all-staff share
Date: Wednesday, June 2, 2021 8:01:02 PM
Attachments: [L.A. SPEECH -JUNE 16TH.pdf](#)
[L.A. SPEECH -JUNE 16TH.docx](#)

Hello,

I hope you are doing well.

I want to share the synthesis of all the notes that I took from the last conversation (potential initiatives) and the thoughts, reflections, and proposals generated in the second meeting in small groups with all the members. You will find in the file attached the content you could cover for the speech on June 16th, 2021. Feel free to edit or adjust to your expertise.

Sincerely,

Sandra M. Granobles

From: Castillo, Walter (DCPS) <Walter.Castillo@k12.dc.gov>
Sent: Wednesday, June 2, 2021 7:16 PM
To: Nassar, Denia (DCPS) <denia.nassar@k12.dc.gov>
Cc: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>; Capetillo, Patricia (DCPS) <patricia.capetillo@k12.dc.gov>; Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>; Granobles, Sandra (DCPS) <Sandra.Granobles@k12.dc.gov>; Pelaez-Lopez, Luz <luzm.pelaez-lopez@k12.dc.gov>
Subject: Re: Seeking voices for 6/16 Latinx Affinity Group all-staff share

Hey Katie!

Please count me out in!!

Sent from my iPhone

On Jun 2, 2021, at 11:53 AM, Nassar, Denia (DCPS) <denia.nassar@k12.dc.gov> wrote:

Hello everyone!

I hope this email finds you well. Katie, I can agree to be a voice for 6/16 Latin Affinity group. However, I would very much like more detail regarding the protocol for speaking and mostly, the content to be covered.

Sincerely,

Denia Nassar
3rd Grade
Dual Language Math Teacher
Marie Reed Elementary School

From: Lundgren, Katie (DCPS) <katie.lundgren@k12.dc.gov>
Sent: Tuesday, June 1, 2021 1:23 PM
To: Nassar, Denia (DCPS) <denia.nassar@k12.dc.gov>; Castillo, Walter (DCPS) <Walter.Castillo@k12.dc.gov>; Capetillo, Patricia (DCPS) <patricia.capetillo@k12.dc.gov>
Cc: Cuadro, Samuel (DCPS) <Samuel.Cuadro@k12.dc.gov>; Granobles, Sandra (DCPS) <Sandra.Granobles@k12.dc.gov>; Pelaez-Lopez, Luz <luzm.pelaez-lopez@k12.dc.gov>
Subject: Seeking voices for 6/16 Latinx Affinity Group all-staff share

Hello all!

First, a big thank you to Mr. Cuadro, Ms. Peláez, and Ms. Granobles for agreeing to speak up and lead part of the cross-racial dialogue for the Latinx/Latino affinity group on 6/16! They would like a few more voices to help prepare and speak on the morning of 6/16.

Ms. Nassar, Mr. Castillo, and Ms. Capetillo, we thought each of you could provide some great perspectives from your various roles and based on your long-term work at Marie Reed.

Would you be willing to help out? Below is a rough idea of what will be presented.

- Latinx & Marie Reed
 - a. staff have a discussion about what gaps exists within MR for Latinx identifying staff, students, parents/families
- Culturally Competent Strategies to Support Spanish-Speaking / English-non primary Families
- Strategies to Support Latinx Staff
- Next Steps: (Parent University @ Marie Reed) Supporting Spanish-speaking Families

Once we get the group identified, I'll reach out to Javi in central office to see if he can meet with y'all next Wednesday 6/9 to prepare.

Please let us know, and thank you for your consideration!

Principal Lundgren

Katie Lundgren

[Pronouns: she/her/hers](#)

Principal/Directora

Marie Reed Elementary School

2201 18th Street NW, Washington, DC 20009

Mobile: (202) 596-4420

Office: (202) 673-7308

Fax: (202) 671-5042

Website: www.mariereedes.org

Twitter: @MRESPrincipal

We are Panthers! We are Proud! We are Powerful!

From: [Jones, Fallon \(DCPS\)](#)
To: [Caruthers, Andria \(DCPS\)](#); [Mattison, Cynthia \(DCPS\)](#)
Subject: RE: Thank You for Attending Last Week's Black Affinity Space (I see you sis)!
Date: Wednesday, March 17, 2021 8:05:45 AM

Morning... and yep

Fallon Jones, LGSW

Office of Equity

Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

C 202.330.3814

E fallon.jones@dc.gov

W <http://dcps.dc.gov>

From: Caruthers, Andria (DCPS) <andria.caruthers@k12.dc.gov>
Sent: Wednesday, March 17, 2021 7:26 AM
To: Jones, Fallon (DCPS) <fallon.jones@k12.dc.gov>; Mattison, Cynthia (DCPS) <cynthia.mattison@k12.dc.gov>
Subject: FW: Thank You for Attending Last Week's Black Affinity Space (I see you sis)!

Morning Fallon and Cynthia,
Can you make sure these are in the snapshot for next week? Thanks

Andria Caruthers

Instructional Superintendent

Office of Secondary Schools

Social Emotional Academic Development

District of Columbia Public Schools

1200 First Street, NE

Washington, DC 20002

E andria.caruthers@dc.gov

W <http://dcps.dc.gov>

From: DCPS Equity <dcps.equity@k12.dc.gov>
Sent: Tuesday, March 16, 2021 12:56 PM
To: Black Affinity (DCPS) <BlackAffinity@k12.dc.gov>
Subject: Thank You for Attending Last Week's Black Affinity Space (I see you sis)!

Hello everyone,

Thank you again for attending the last Black Affinity Space **for sisters only!** If you attended last week's meeting and would like access to the presentation, feel free to reach out to Jenn: Jennifer.nelson@k12.dc.gov. Many of you also expressed an interest in continuing the conversations among other Black women. Please do not hesitate to reach out if you'd like to take the lead on making that happen.

And of course, if you're interested in co-facilitating the next space on **Wednesday, April 14**, feel free to reach out to dcps.equity@k12.dc.gov.

A few additional reminders and upcoming events that might be of interest o you can be found below:

- **March 19 @ 10 a.m.:** Central Office PD on Leading for Equity (*invites shared separately*)
- **March 25 @ 4 p.m.:** Male Educators of Color Collaborative (MEOCC) "Changing the Narrative" w/ Dr. Marc Lamont Hill. ([hyperlinked](#))
- **March 26 @ 10 a.m.:** Central Office Equity 101 Session (Refresher on the DCPS Equity Framework) (*invites shared separately*)
- **March 31 @ 3:30 p.m.:** Anti-Racist Educator University with Dena Simmons ([hyperlinked](#)/attached)
- **April 7 @ 4 p.m.:** Equity Action and Advisory Committee ([hyperlinked](#))
- **May 6 @ 12:30 p.m.:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))
- **All Year:** DCPS staff can participate in a free virtual Courageous Conversations About Race course using the coupon code **DCPS1200** ([hyperlinked](#))

OSIS is hiring! Please spread the word to your networks about openings for the following positions:

- [Associate, Urban Education Leaders Internship Program \(UELIP\)](#)
- [Coordinator, Equity](#)
- [Director, Whole Child](#)

Best,
Equity Team

Equity Team

Equity Strategy and Programming

Office of School Improvement and Student Supports

District of Columbia Public Schools

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Twitter: [@DCPSEquity](#)

Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [Rene, Elizabeth \(DCPS\)](#)
To: [Edwards, Leslie \(DCPS\)](#)
Subject: RE: Today at 3:30PM: Affinity Conversation
Date: Monday, April 26, 2021 4:12:06 PM
Attachments: [image001.jpg](#)

Sorry I missed this earlier but based on the chat this looks like it's been a very dynamic conversation. I can't wait to debrief!

Best,
Lizz

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: Edwards, Leslie (DCPS) <leslie.edwards@k12.dc.gov>
Sent: Monday, April 26, 2021 11:46 AM
To: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Subject: Re: Today at 3:30PM: Affinity Conversation

Thanks for this Lizz!

Is there a particular PPT slide that you would want me to reference during the opener? I was planning to start with the compass and have folks drop in the chat where they feel they currently are.

Are there any other norms that you would like for me to honor? Can you share the slide that you prefer?

From: Rene, Elizabeth (DCPS) <elizabeth.rene@k12.dc.gov>
Sent: Monday, April 26, 2021 8:35 AM
To: Kellogg, Kristina (DCPS) <kristina.kellogg@k12.dc.gov>; Lyons-Lucas, O'Kiyah (DCPS) <okiyyah.lyons-lucas@k12.dc.gov>; Payne Chauvenet, Helena (DCPS)

<helena.chauvenet@k12.dc.gov>; Byrd, Stephanie (DCPS) <stephanie.byrd@k12.dc.gov>; Johnson, Tiffany R. (DCPS) <Tiffany.Johnson3@k12.dc.gov>; Martin, Kimberly (DCPS) <kimberly.martin@k12.dc.gov>; Hoffman, Paige (DCPS) <Paige.Hoffman@k12.dc.gov>; Thomas, Maggie (DCPS) <maggie.thomas@k12.dc.gov>; Burney, Shanita (DCPS) <shanita.burney@k12.dc.gov>; Nelson, Jennifer (DCPS) <jennifer.nelson@k12.dc.gov>

Cc: Edwards, Leslie (DCPS) <leslie.edwards@k12.dc.gov>

Subject: Today at 3:30PM: Affinity Conversation

Good morning everyone,

We hope you had a great weekend. Sharing a friendly reminder about today's 3:30PM space.

Please do not hesitate to reach out to Leslie should you have any questions or changes in availability.

Looking forward to it!

Best,
Lizz

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

-----Original Appointment-----

From: Rene, Elizabeth (DCPS) **On Behalf Of** DCPS Equity

Sent: Friday, April 9, 2021 10:38 AM

To: DCPS Equity; Elliott, Brenda (DCPS); Edwards, Leslie (DCPS)

Cc: Kellogg, Kristina (DCPS); Lyons-Lucas, O'Kiyyah (DCPS); Payne Chauvenet, Helena (DCPS); Byrd, Stephanie (DCPS); Johnson, Tiffany R. (DCPS); Hoffman, Paige (DCPS); Thomas, Maggie (DCPS); Burney, Shanita (DCPS); Rene, Elizabeth (DCPS); Nelson, Jennifer (DCPS)

Subject: Affinity Conversation

When: Monday, April 26, 2021 3:30 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Hello everyone,

Thank you for sharing with your superintendents an interest in a conversation within affinity!

This conversation will be moderated by Leslie Edwards, Director of Learning, Leadership Development and Bren Elliott, Chief, Office of School Improvement and Supports who have both been former school leaders as well.

If you have any questions, please do not hesitate to reach out to us or your superintendents. Please also let me know if any conflicts arise.

Microsoft Teams meeting

Join on your computer or mobile app

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#)
Subject: Thank You: Cross-Racial Affinity Space (2/4)
Date: Thursday, February 4, 2021 2:00:15 PM
Attachments: [We The Girls Flyer Feb 9.pdf](#)
[image002.gif](#)
[image003.jpg](#)

Thank you all for engaging in today's cross-racial affinity space led by the Black Affinity group. [Slides from today can be accessed here](#). You are more than welcome to use this content in other spaces.

Special thank you to our facilitators:

- Chief Bren Elliott
- Robyn Harper
- JuDonn DeShields
- Javi Rodriguez
- Sharona Robinson
- Chantae Campbell
- Paige Hoffman

As a reminder, here are a few of the actions our facilitators left us with to honor and elevate Black voices, lives and history this month and every month:

Action	Shared by
1. Take Time to Self-Reflect	Robyn
2. Reclaim and Retell Black History	JuDonn
3. Affirm and respect ALL Black experiences and ALL Black Lives	Javi
4. Attentively Listen	Sharona
5. Center empathy and humanity	Chantae
6. Lean into joy as an act of resistance	Paige

Don't hesitate to reach out to dcps.equity@k12.dc.gov if you are interested in either of the following events highlighted at the closing of today's presentation:

- **Feb. 9 @ 4PM:** We The Girls Leadership Cohort (Flyer attached)
- **Feb. 10 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **Feb 24 @ 3:30PM:** Anti-Racist Educator University ([hyperlinked](#))
- **Mar. 3 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **May 6 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))

Image result for happy black history month gif



Best,
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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#)
Cc: [Ilar, Jerry \(DCPS\)](#); [Kim, Melissa \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Tzow, Helen \(DCPS\)](#); [Kuo, Charles \(DCPS\)](#)
Subject: Thank You: Cross-Racial Affinity Space (5/6)
Date: Monday, May 10, 2021 4:28:02 PM
Attachments: [image003.jpg](#)
[image004.png](#)
[image001.gif](#)

Happy Monday, everyone!

Thank you all for engaging in last Thursday's cross-racial affinity space led by the Asian American Pacific Islander (AAPI) Affinity group.  [Slides can be accessed here.](#) You are more than welcome to use this content in other spaces.

A note from Kathryn as you review slides: *"The last few slides highlight lesser known AAPI Heroes & role models. The last slide has resources for further reading and events happening in the DMV this month for AAPI Heritage Month."*

DCPS is also excited to celebrate our AAPI educators and staff across DCPS social media channels. If you or a member of your staff are interested in sharing what AAPI Heritage Month means to you and would like to represent your team/office on DCPS social media, please complete [this brief form](#) and send a selfie photo to [Kelli Shaw](#). You are also welcome to forward this information to your school networks.

Special thank you to our facilitators:

- Charles Kuo
- Deputy Chancellor Melissa Kim
- Helen Tzow (*Although you weren't able to join, we appreciate your support in curating this experience*)
- Jerry Ilar
- Kathryn Breisch
- Rohan Dharan

As a reminder, here are a few of the resources shared in the chat:

Resource	Shared by
Celebrating AAPI Heritage Month: A Conversation with Author Hena Khan (May 11 at 2PM EST)	Raquel
How to Help India Amid the Covid Crisis	Keerthana
Stop AAPI Hate National Report	Jerry
Model Minority Myth (Publication)	Charles
The Myth of the Model Minority (Video)	Charles
DC's Missing Chinatown: Lessons Learned About Sustainable Neighborhood Development	Charles
AAPI Story Time	Karen
Asian Lit for Kids	IS Caruthers

Please find below additional upcoming events within and outside of DCPS that may be of interest to you:

Within DCPS

- **May 14 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **May 19 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **May 26 @ 3:30PM:** Anti-Racist Educator University with **Roxane Gay** ([hyperlinked](#))
- **June 2 @ 4PM:** Equity Action and Advisory Committee ([hyperlinked](#))
- **June 9 @ 3:30PM:** Anti-Racist Educator University with **Dr. Joy Harden-Bradford** ([hyperlinked](#))
- **June 11 @ 12PM:** White Affinity Space ([hyperlinked](#))
- **June 16 @ 4PM:** Black Affinity Space ([hyperlinked](#))
- **August 12 @ 12:30PM:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group

(hyperlinked)

Outside of DCPS

- **All School Year:** [Free Courageous Conversations About Race Virtual Academy up to \\$65 in value.](#) (**Coupon Code: DCPS1200**)
- **May 13 – 14:** [Harvard Reimagining Integration Diverse & Equitable Schools Project \(RIDES\) Annual Conference \(Equity Improvement Network\)](#)
- **July 13 - 15:** [Teaching for Equity and Justice Summit \(Facing History\)*](#)
- **July 20 - 22:** [Teaching Coming of Age in a Complex World \(Facing History\)](#)
- **July 27 - 29:** [Identity, Membership and Belonging: A Summit on Teaching Immigration \(Facing History\)*](#)
- **August 6 – 7:** [Antiracism for Educators - The Conference \(Equity Consulting\)](#)

**Reach out to dcps.equity@k12.dc.gov for free registration.*

Apahm GIFs - Get the best GIF on GIPHY



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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Cc: [DaSilva, Ajibade](#); [Williams, Allyson \(DCPS\)](#)
Subject: Thank You: for Attending Last Wednesday's DCPS Central Office Black Affinity Space (2/10)
Date: Wednesday, February 17, 2021 6:54:33 PM
Attachments: [image002.jpg](#)

We're mid-way through Black History Month but we celebrate Black History Month every month.

Thank you to everyone who attended last Wednesday's Black affinity space grounded in Black joy. Big thank you to **Ajibade DaSilva** and **Allyson Williams Eubanks** for facilitating! Reach out to dcps.equity@k12.dc.gov if you're interested in co-facilitating a future meeting.

Resources shared in the space can be accessed here:

- [PowerPoint](#)
- Link to [Padlet](#) (sharing #BlackJoy in times of COVID)
- [Black Joy Manifesto video](#).
- [Kahoot Black History Month Trivia](#) (reach out to Allyson if you have trouble accessing host privileges)

Additional Upcoming Events/Opportunities

- **2/20:** [Combatting Curriculum Violence](#) (Reach out to dcps.equity@k12.dc.gov for free registration)
- **2/24:** [Anti-Racist Educator University](#)
 - **3:30PM:** SEL as a Catalyst for Anti-Racism (w/ guest Speaker MenSa Maa)
 - **4:30PM:** Anti-Racist SEL Strategies for Students (w/ Dr. Byron McClure, Anacostia HS)
 - **4:30PM:** Anti-Racist SEL Strategies for Adults (w/ Mx. Dianna Tejada, Sousa STEAM Academy)
- **2/27:** [Six Elements of Social Justice Education](#) (Reach out to dcps.equity@k12.dc.gov for free registration)
- **3/3:** [Equity Action & Advisory Committee Meeting](#)
- **5/6:** Cross-Racial Affinity Space led by the Asian American Pacific Islander Affinity Group ([hyperlinked](#))

Best,
Equity Team

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Cc: [DaSilva, Ajibade](#); [Williams, Allyson \(DCPS\)](#)
Subject: Today @ 4PM: DCPS Central Office Black Affinity Space (2/10)
Date: Wednesday, February 10, 2021 9:57:26 AM
Attachments: [image003.jpg](#)

Good morning, everyone,

Today's Black affinity space will take place at **4PM** on [Microsoft Teams](#).

In light of Black History Month, we will lean into the DCPS value of joy because as we know, Black joy is also a form of resistance in the movement for Black liberation.

We are excited for the cross-collaboration happening for today's space! Our co-facilitators are **Allyson Williams** from the World Languages Team and **Ajibade DaSilva** from Anacostia High School.

Looking forward to seeing you all this afternoon!

Best,
Equity Team

Equity Team

Equity Strategy and Programming



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District of Columbia Public Schools

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Canvas: bit.ly/DCPSEquity

Website: dcps.dc.gov/equity

From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Subject: Today @ 4PM: DCPS Central Office Black Affinity Space (I see you sis)!
Date: Wednesday, March 10, 2021 9:49:13 AM
Attachments: [image003.jpg](#)

Happy Women's History Month!

This is a friendly reminder that in honor of Women's History Month, today's Black affinity space will be **for sisters only**!

That means today's space is dedicated to **our staff who identify as women, non-binary and gender fluid**.

- Don't worry guys – you can join us again for our April 14 affinity space!
- You can also join the Male Educators of Color Collaborative (MEOCC) for their next meeting on **March 25** with Marc Lamont Hill. Reach out to Edgar for details – edgar.novoa-marciano@k12.dc.gov.

What to wear: Come to the meeting wearing anything that embodies women empowerment!

Have any questions? Feel free to e-mail dcps.equity@k12.dc.gov!

For Sisters Only 2019 – Monique KNOWS



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Best,
Equity Team

Equity Team

Equity Strategy and Programming

Office of School Improvement and Student Supports

District of Columbia Public Schools

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Washington DC 20002

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From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Subject: Today at 4PM: DCPS Central Office Black Affinity Space (June 16)
Date: Wednesday, June 16, 2021 10:30:12 AM

Happy Wednesday, everyone, and happy early Juneteenth!

Today's meeting will be an opportunity to reflect on our individual and collective experiences in affinity spaces this past school year. We want to hear from you whether you've been to one meeting or all of them! We will lean into affirmations and gratitude while also hearing about what you'd like to see in the upcoming school year.

After today's meeting, we'll take a brief summer break and pick back up in the new school year.

Today's space will be facilitated by Lizz Rene from the Equity Strategy and Programming Team.

See you at 4PM!

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From: [DCPS Equity](#)
To: [Black Affinity \(DCPS\)](#)
Subject: Today at 4PM: DCPS Central Office Black Affinity Space
Date: Wednesday, May 19, 2021 10:14:27 AM
Attachments: [image001.jpg](#)

Happy Wednesday, everyone!

We look forward to seeing you at today's Black affinity space (which also happens to be Malcolm X's birthday).

Extremely excited for **Milo Howard, Justin McClain and Nigel Jackson** to co-facilitate this space.

See you there! We will be meeting in [Microsoft Teams](#).

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From: [DCPS Equity](#)
To: [AAPI Affinity \(DCPS\)](#); [Black Affinity \(DCPS\)](#); [Hispanic/Latinx Affinity \(DCPS\)](#); [Multi-Racial Affinity \(DCPS\)](#); [White Affinity \(DCPS\)](#)
Cc: [Kim, Melissa \(DCPS\)](#); [Ilar, Jerry \(DCPS\)](#); [Breisch, Kathryn \(DCPS\)](#); [Dharan, Rohan \(DCPS\)](#); [Tzow, Helen \(DCPS\)](#); [Kuo, Charles \(DCPS\)](#)
Subject: Today at 12:30PM: Cross-Racial Affinity Space led by the AAPI Affinity Group (5/6)
Date: Thursday, May 6, 2021 11:06:52 AM
Attachments: [image001.jpg](#)

Good morning, everyone,

Sharing a friendly reminder that **today, May 6 at 12:30PM** is our cross-racial affinity space led by the Asian American and Pacific Islander (AAPI) Affinity Group. Join us on [Microsoft Teams](#)

Deputy Chancellor Kim, Jerry Ilar, Kathryn Breisch, Rohan Dharan, Helen Tzow, and Charles Kuo will collectively be leading this engagement.

As a reminder, the cross-racial affinity space is a time for all of our affinity groups to come together for cross-racial dialogue. These occur every two to three months and are led by members of respective affinity groups to share an important learning, activity or form of professional development with staff.

We look forward to seeing you all this afternoon! You are more than welcome to encourage other DCPS colleagues to join our affinity groups [using this link](#).

Best,
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From: [Nelson, Jennifer \(DCPS\)](#)
To: [Rene, Elizabeth \(DCPS\)](#); [Crowder, Christina \(DCPS\)](#); [Scroggins, Tiphany \(DCPS\)](#); [Butler-Neale, Danielle \(DCPS\)](#); [Jones, Fallon \(DCPS\)](#); [Harrison, Carissa \(DCPS\)](#); [Clifton, Nicole \(DCPS\)](#)
Subject: Women's History Month Black Affinity Space Brainstorm Session
Date: Monday, March 1, 2021 3:00:59 PM
Attachments: [image001.jpg](#)

Hi All,

Lizz and I are wrapping up a meeting with SEAD. We will be there in 2 min!

Thanks,

Jenn

Jennifer Nelson Davis

pronouns (she/her/hers)

Director, Equity Strategy and Programming



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