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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/1FAIpQLSeU8dS7OnzuV4L0xC9qC8FXEtC6mT1ublpHlWtU26uEdhdw/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%2222aa046ee-b34e-4a33-92b7-999df2bc0a32%22%2c%22Oid%22%3a%222b3b53a5c-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/1FAIpQLSeU8dS7OnzuV4Lox9qC8FXEtC6mT1ublPphlwHtU26uEdhdw/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

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