

## **Equity Fellowship FAQ**

November 2016

### **1. What is the Equity Fellowship?**

The Equity Fellowship is a new, unique opportunity for school-based staff to engage in a year-long fellowship to discover how to create inclusive spaces to talk and act on issue of inequity. Participants will engage in training with both internal and external partners to develop skills to lead their school communities in examining how disparities and implicit bias show up in school systems.

### **2. What is the role of the Equity Fellows?**

Collectively, Equity Fellows will come together regularly to have dialogue and harness best practices and foster data-driven initiatives to ensure that District schools are working toward equity. At each of their respective schools, Equity Fellows will work throughout the year to lead their colleagues in conversations and development centered on unpacking identity, beliefs, and actions that lead to cultivating supportive school environments.

### **3. Who is eligible to be an Equity Fellow?**

All school-based staff members are eligible for the Equity Fellowship, including teachers, guidance counselors, family & operations coordinators, operations managers, and others.

### **4. Will there only be one fellow per school?**

Yes.

### **5. Are renaissance and charter schools included, too?**

No. At least for the 2016-17 school year, only District schools will be participating.

### **6. Is there a stipend?**

Stipends may be furnished contingent upon professional development occurring outside of contracted time.

### **7. What is the time commitment? Will fellows need to miss school?**

The time commitment would equal about two full days per month with the use of as little school time as possible. Time will be spent engaging in professional development, creating action plans for schools and communicating cross-functional best practices, examining data, and building capacity to lead dialogue around race, identity, and inequity.

### **8. When does the fellowship begin and end?**

Fellows will be selected in January 2017 and will begin to meet as a group in February.

### **9. Will I know I am in a safe space, and I will not be punished for my comments?**

The core idea behind the Fellowship is to create safe spaces in schools, and that work starts with this group of people. The District values free speech and multiple perspectives and plans to create conditions to facilitate honest, open, wide-ranging conversations in which participants feel safe and supported.

**10. Is the Equity Fellowship being created in reaction to the election results?**

No. The Equity Fellowship has been in discussion for several months. The tragic shootings this summer in Baton Rouge, St. Paul, Dallas, and Tulsa were the motivation to build on the District's current efforts on this topic and introduce a new opportunity.

**11. What else is the District doing to support schools on this topic?**

Since spring 2016, Central Office staff members have been engaging in trainings on identity, systemic inequities, and racial microaggressions. In addition, all school leaders and school-based staff members are receiving professional development on building awareness of race and implicit bias, and creating conditions that engender the analysis of how race and poverty affect the schooling process.

**12. Who should I contact if I have additional questions?**

If you have additional questions, or would like more information, please reach out to Elan Drennon at [edrennon@camden.k12.nj.us](mailto:edrennon@camden.k12.nj.us).