

Riverside Equity Coaches

Riverside Intermediate has two equity coaches who lead an equity team with 20+ staff members. This team meets regularly to examine and discuss policies, procedures, curriculum, and much more. The coaches provide professional development to the entire staff pertaining to equity and inclusion. The coaches help fellow colleagues and staff members to engage in dialogues as well as educational opportunities focusing on inclusion.

Coaches work closely with their building administrators as well as with the Chief Equity and Inclusion Officer to foster a positive school climate and culture creating an identity-safe environment for everyone. They do this by developing strategies to eradicate disproportionality, institutional racism, and systems that contribute to marginalization within the student population. There is power in the partnership between families, students, teachers, and staff. Your comments, suggestions, and feedback are always welcome.



Lisa Finn- Music Teacher/Equity Coach- Lfinn@hse.k12.in.us

Kristyn Hamm- 6th Grade STEM Teacher/Equity Coach- Khamm@hse.k12.in.us

View the district equity site and inclusion page to learn more about our initiatives.
<https://www.hseschools.org/services/equity-inclusion>

Equity and Inclusion

Hamilton Southeastern defines equity as the concept of giving individuals what is needed to succeed within our global society. Cultural studies demonstrate students need to feel identity-safe within educational settings in order to experience success. Identity-safe spaces affirm the strengths of students and allow for them to be their authentic selves within an inclusive environment. Given that research, assessment data, and qualitative studies convey identity-safety significantly influences teaching and learning, student diversity challenges us to explore ways to bridge cultural differences and devise responsive practices that affirm and accept the identities of each learner. Each student deserves a school where educators teach inclusively and dismantle barriers that prohibit students from their authentic selves.

Did you know?

1. 98% of RSI staff have been trained in Restorative Practices through the Peace Learning Center. Please visit the link below to find out more information about this powerful practice.

<https://peacelearningcenter.org/program-directory/restorative-justice/>

2. HSE schools offers an intense and powerful training called “Interrupting Racism.” Riverside has 25 staff members (including our administrators and counselors) who have participated in this 2-day life changing workshop.

<https://www.childadvocates.net/irfc/>

3. Our administrators and coaches have tremendous opportunities to learn from experts in DEI work. We attended a “Cultural Responsive Teaching” workshop by Kelly Wickham Hurst and her organization Being Black at School. We have attended 2 full day workshops from the organization Teaching Tolerance on the topics of “Facilitating Critical Conversations” and “Social Justice Teaching.” Most recently, we were able to learn from Dr. Paul Gorski who challenged us to examine how inequities show up in our systems and how to dismantle those inequities.

<https://beingblackatschool.org/kelly-wickham-hurst>

<https://www.tolerance.org/about>

<https://paulgorski.efoliomn.com/>

4. All Riverside Staff members have had “Intro to Equity” training conducted by HSE Chief Equity and Inclusion Officer, Dr. Erica Buchanan-Rivera.
5. Riverside staff have had “religious awareness training” workshop with Jamie Follis. Our equity coaches have participated in an intense 16-hour religious awareness class also led by Jamie Follis.
6. Riverside has a club called Club C5 where students have learning experiences related to diversity, inclusion, and equity work. The 5 C’s stand for Celebrating Culture, Character, Courage, and Changing the world. Club C5 also helps plan our Riverside International Fair.
7. Staff participate in regular professional book studies. Some of the books that have been read by many of our staff include, “Being the Change: Lessons and Strategies to Teach Social Comprehension” by Sara K. Ahmed, “Waking up White” by Debbie Irving, and “The Price of Privilege” by Madeline Levine.

8. Many of our teachers and students participate in the Global Read Aloud which has the simple goal of using one book to connect the world.

<https://theglobalreadaloud.com/>

9. 10 teachers at Riverside had the amazing opportunity last month to take an online course through the Harvard School of Education called “Educating Global Citizens.” We are excited to share our learning with the rest of our staff.
10. Riverside has a newly created “Student Advisory Panel” which will be a powerful way for students to share their experiences, ideas and insight. We believe that student voice is an important part in our equity work.
11. RSI staff engage in many other equity learning experiences in their own time such as: “White Fragility” book study by Robin DiAngelo, Showing Up For Racial Justice (SURJ) workshops, Racial Dialogue Circles, Racial Equity Community Network (RECN) members, Cornelius Minor workshops and book study of his book, “We Got This: Equity, Access, and the Quest to Be Who our Students Need Us to Be”, participating in the “Leading Equity Summit” virtual workshop, and Cultural Comprehension and the LGBTQIA+ Community training.