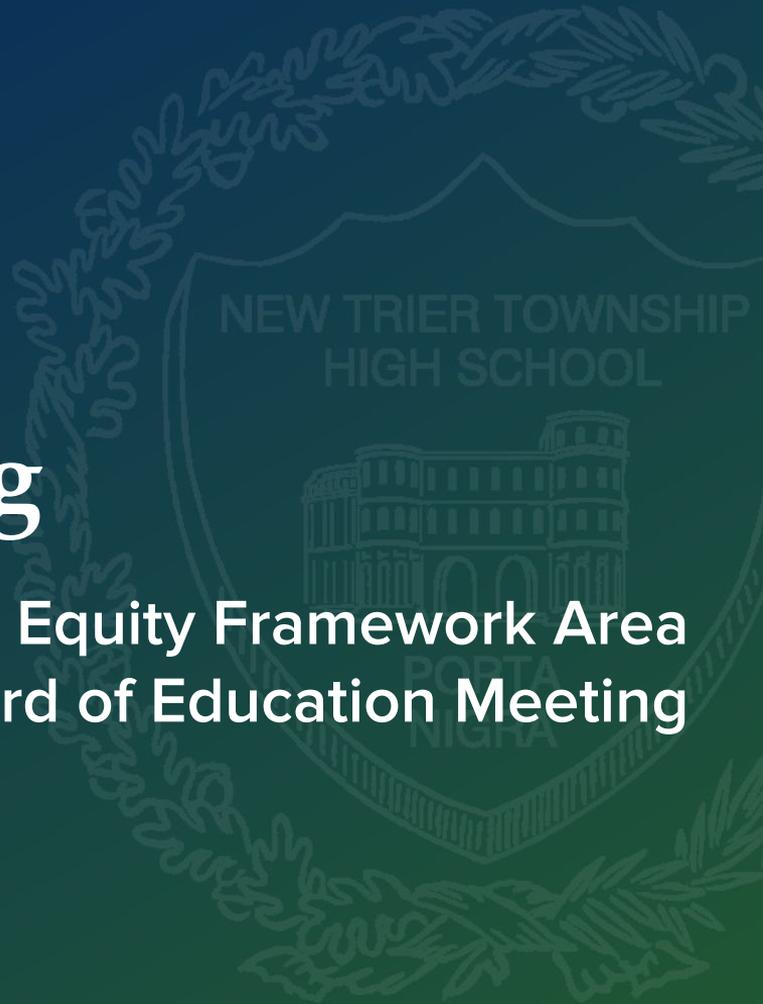


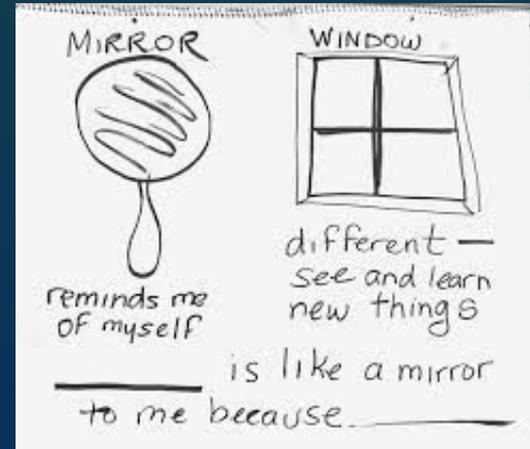
# A Culture of Belonging

NT2030 - Culture, Climate, and Equity Framework Area  
March 2023 Board of Education Meeting

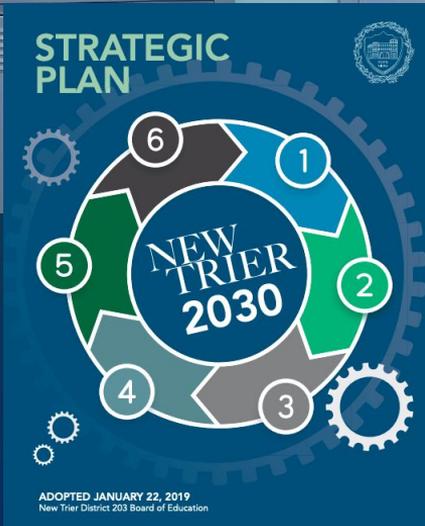
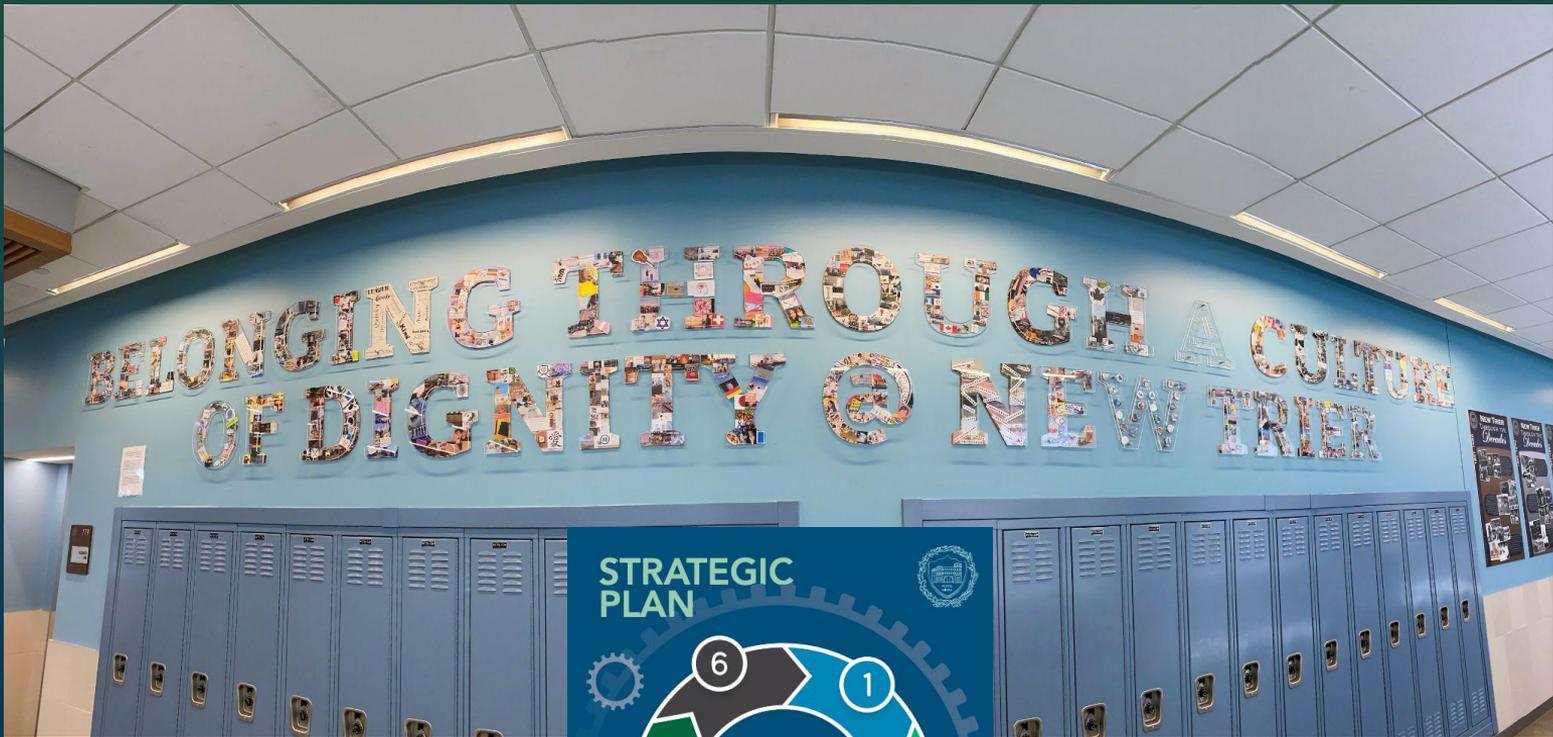


# Agenda

1. Overview
2. Students - Why does this matter?
3. Monthly Observances
4. Affinity Groups
5. Department Equity Goals and Curriculum
6. Township Equity Work
7. Other Equity Work and Next Steps



# Overview - Culture of Belonging



# Students- Why does it matter?



# Monthly Observances

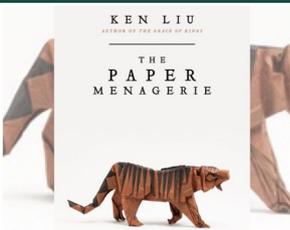
**Important Milestones in LGBTQ+ Rights**  
**Social Studies Department Hallway**

The struggle for civil rights for those who are LGBTQ+ is long and ongoing. The **Social Studies Department** will present a display highlighting important moments in American history that have been pivotal in the work to secure those rights. The display will also acknowledge the contributions and bravery of those individuals and groups who have worked and continue to work to ensure recognition of the needs of LGBTQ+ people. Stop by and learn more!




KEN LIU  
AUTHOR OF THE ROAD UP NORTH

THE  
 PAPER  
 MENAGERIE



Wednesday, May 18  
 Period 6A | Room 244

LITTLE WOMEN  
 OWN YOUR STORY



**40TH ANNUAL NEW TRIER JAZZ FEST**

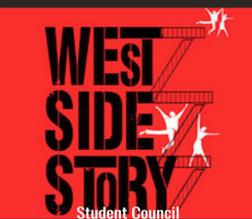
Featuring Delgado Marsalis, the Uptown Jazz Orchestra, and Wynton Marsalis



SATURDAY FEBRUARY 4  
 SUNDAY, FEBRUARY 5  
 GAFFEY AUDITORIUM

**WEST SIDE STORY**

Student Council  
 Thursday, 9/29  
 Period 4A or 4B



**WNTH RADIOTHON 2022**

Saturday 11/12 from 8am to 8pm



In partnership with the Library, the English Department, the Environmental Club, New Trier High School's Science, PE, and Art, we are excited to participate in our observance of Native American Heritage Month. We are proud to highlight the contributions of American Indians and Alaska Natives in the United States.

DATE	ACTIVITY
SEPTEMBER 1	Native American Heritage Month Kick-off
SEPTEMBER 2	Native American Heritage Month Kick-off
SEPTEMBER 3	Native American Heritage Month Kick-off
SEPTEMBER 4	Native American Heritage Month Kick-off
SEPTEMBER 5	Native American Heritage Month Kick-off
SEPTEMBER 6	Native American Heritage Month Kick-off
SEPTEMBER 7	Native American Heritage Month Kick-off
SEPTEMBER 8	Native American Heritage Month Kick-off
SEPTEMBER 9	Native American Heritage Month Kick-off
SEPTEMBER 10	Native American Heritage Month Kick-off
SEPTEMBER 11	Native American Heritage Month Kick-off
SEPTEMBER 12	Native American Heritage Month Kick-off
SEPTEMBER 13	Native American Heritage Month Kick-off
SEPTEMBER 14	Native American Heritage Month Kick-off
SEPTEMBER 15	Native American Heritage Month Kick-off
SEPTEMBER 16	Native American Heritage Month Kick-off
SEPTEMBER 17	Native American Heritage Month Kick-off
SEPTEMBER 18	Native American Heritage Month Kick-off
SEPTEMBER 19	Native American Heritage Month Kick-off
SEPTEMBER 20	Native American Heritage Month Kick-off
SEPTEMBER 21	Native American Heritage Month Kick-off
SEPTEMBER 22	Native American Heritage Month Kick-off
SEPTEMBER 23	Native American Heritage Month Kick-off
SEPTEMBER 24	Native American Heritage Month Kick-off
SEPTEMBER 25	Native American Heritage Month Kick-off
SEPTEMBER 26	Native American Heritage Month Kick-off
SEPTEMBER 27	Native American Heritage Month Kick-off
SEPTEMBER 28	Native American Heritage Month Kick-off
SEPTEMBER 29	Native American Heritage Month Kick-off
SEPTEMBER 30	Native American Heritage Month Kick-off

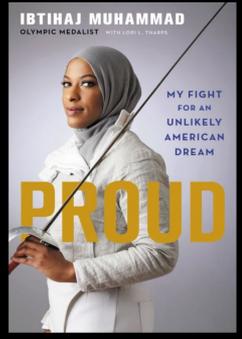
Visit the Science Center for the South's exhibits and more activities.



**IBTIHAJ MUHAMMAD**  
 OLYMPIC MEDALIST

MY FIGHT FOR AN UNLIKELY AMERICAN DREAM

**PROUD**



**New Trier High School Library**

Library | LibGuides | Monthly Observances | Home

Monthly Observances: Home

Search this Guide Search

**Hispanic Heritage Month [September]**



• Hispanic Heritage Month

**LGBTQ+ History Month [October]**



• LGBTQ+ History Month

**Native American Heritage Month [November]**



• Native American Heritage Month

**Muslim American Heritage Month [January]**



• Muslim American Heritage Month

**Black History Month [February]**



• Black History Month

**Women's History Month [March]**



• Women's History Month

**Arab American Heritage Month [April]**



• Arab American Heritage Month

**Asian American Pacific Islander Heritage Month [May]**



• Asian American Pacific Islander Heritage Month

**Disability Awareness Month [March]**



• Disability Awareness Month

**Jewish American Heritage Month [May]**



• Jewish American Heritage Month

# Affinity Groups

*New Trier affinity groups allow students who share an identity to gather and talk with each other about issues related to that identity, increasing their sense of belonging in our school.*



**NF Asian American Pacific Islander Affinity Group**

**NF Black & Brown Club**

**Black Student Alliance**

**Jewish Affinity Group**

**Latinx Affinity Group**

**LGBTQ Affinity Group**

**Mixed Race Affinity Group**

**Muslim Student Association**

**Young Asians with Power Affinity Group**

**White Anti-Racist Affinity Group**

**Student Voices in Equity**

# Department Goals and Curriculum



## Characteristics of a New Trier Graduate



## Township Equity Work

Recent events have **heightened everyone's awareness** of the need for greater action within school districts. Many **New Trier Township districts have begun equity work**, wanting to be more intentional in selecting and implementing a diversity & inclusion strategy and plan. New Trier Township district leaders have reaffirmed their commitment to this pivotal work. The goal being to **sustain a culture** where every community member—family member, teacher, staff or student—**feels that they belong**. In that spirit we are planning a **summer Township Equity Summit** to reach across the township to reflect and share current practices and resources. The purpose of the Township Equity Summit is to learn together and create more equitable systems, inclusive environments and **foster a sense of belonging for students, staff and families.**



## Next Steps

- Continuing hiring initiatives - exceptional and diverse staff
- Be Brave, Be Kind, Be Proud
- Continuation of these initiatives in the 2023-2024 Annual Plan
- Continued focus on listening to students about climate, culture, equity, and belonging.

