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## [nicholsstaff] Upcoming Staff Meeting

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To: Nichols Staff <nicholsstaff@district65.net>

Tue, Nov 14, 9:12 AM

Nichols Lions,

During this Thursday's staff meeting we will continue on our journey of equity with the focus on how to make Nichols a more equitable environment. This staff meeting we will be incorporating a new resource from Everyday Democracy as we explore the concept of equity through affinity groups. For those unfamiliar affinity groups are a group formed around a shared interest or common goal, to which individuals formally or informally belong. For this Thursday's session our affinity groups will be based around racial identification, with one of our two groups consisting of staff that identify as individuals of color and our other group consisting of those that identify as White. Race is a lived experience so you should attend the group that best represents how you feel you live your life, racially.

### The Rational:

Affinity groups are an effective means through which people can explore and affirm aspects of their identity, as well as provide each other guidance and support for interacting with those who might not share, understand, or respect that identity. Although members of the group may share a common identity, it does not mean that everyone in that group has had the same experiences. Rather, participants recognize that their identity has an effect on the way they move through the world. Racial affinity groups can provide a space for reflection, dialogue, and support. The goal of affinity groups is to facilitate positive identity exploration and development towards the larger goal of creating an inclusive and thriving school environment. These kinds of groups offer a time and space for empowerment of the individual and of the group within the greater community.

### Process:

The theme for the staff meeting is "How can affinity group dialogues help us make progress on racism." The content covered within each affinity space will be consistent, with the only variance being a question around the concept of staff with varied racial identification together under one group (staff of color).

### Goal:

It is our hope that the racial affinity groups will assist us as we continue to explore how race impacts both our students and staff at Nichols and allows us to address issues that impact each racialized group so that we can return as a whole staff and re-engage in this conversation in the larger sense.

### Room Assignments:

Staff that identifies as individuals of color will meet in Room 226  
Staff that identifies as white will meet in Room 126