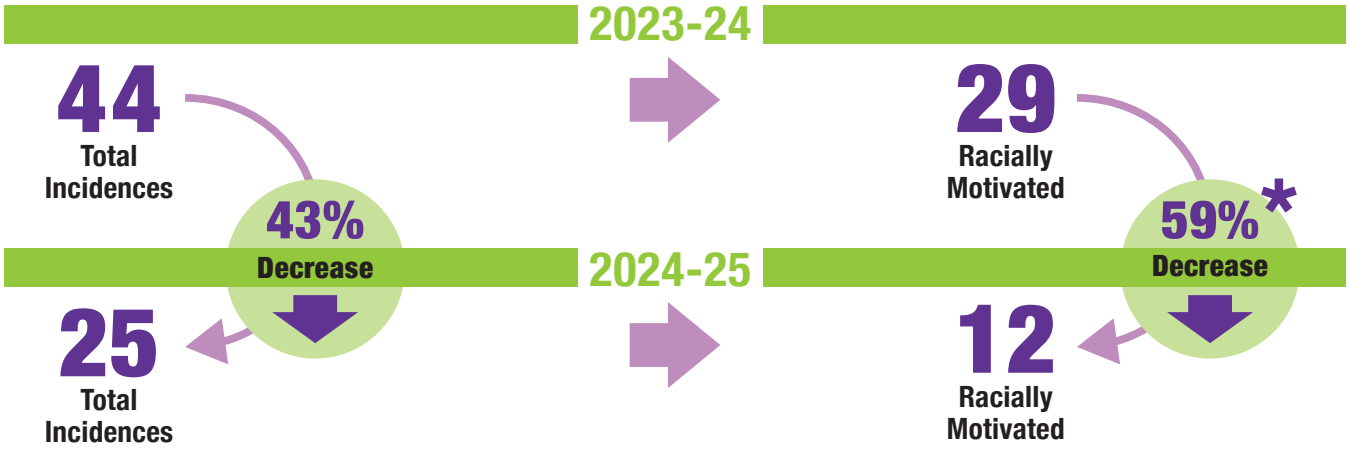
Farmington PUBLIC SCHOOLS

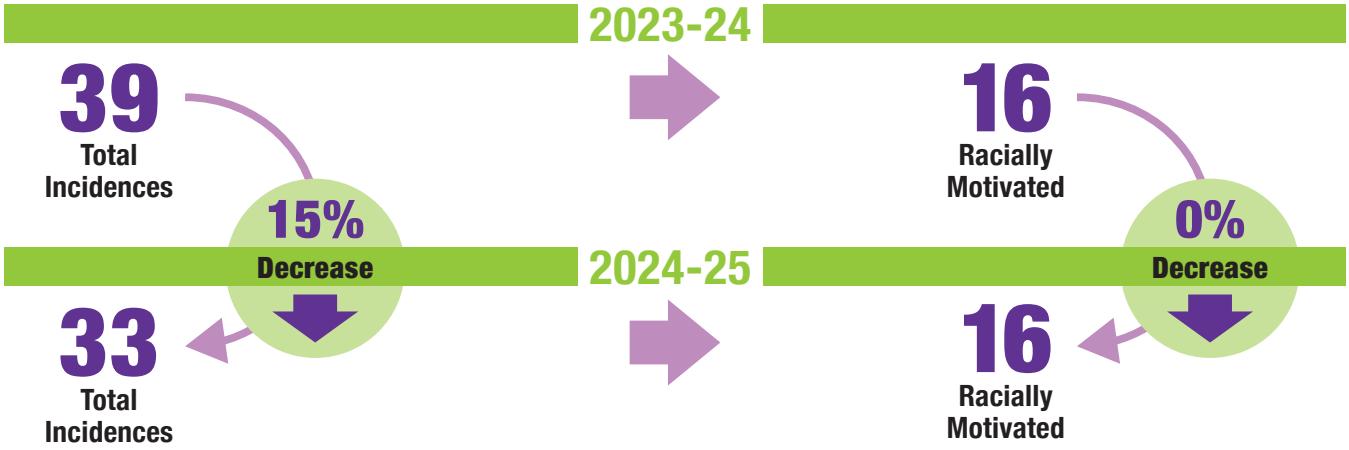
# Diversity, Equity & Inclusion Dashboard

## IMPACT ON DISCIPLINE

### Harassment




### Inappropriate Language




***59% Reduction** in hateful and harmful language (harassment)

### Steps in Responding to reported racially insensitive language

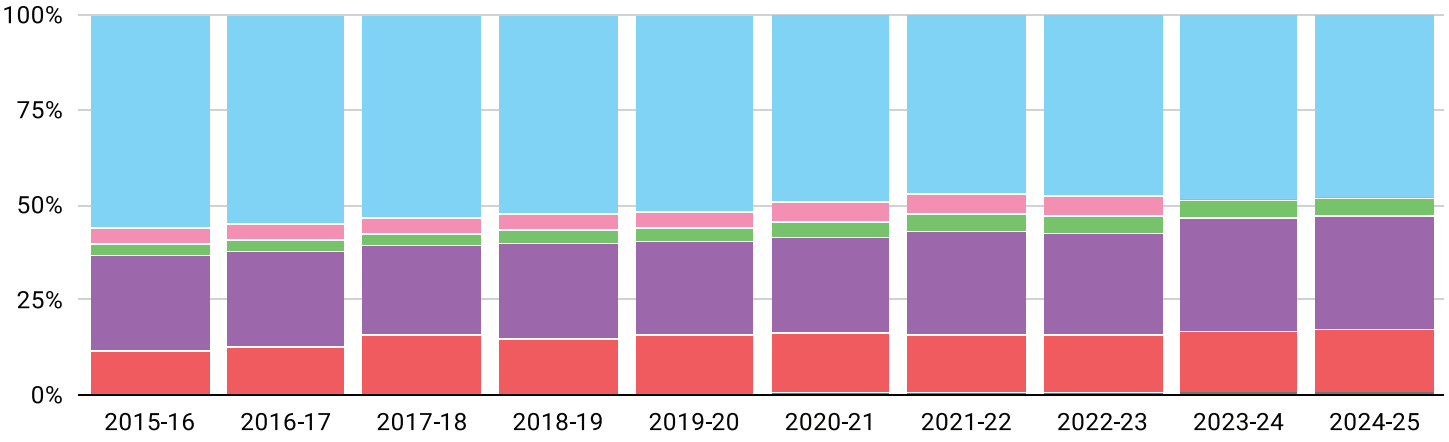
1. **Immediate Response**
2. **Open Investigation**
3. **Administration Action**
   Discipline: Seven Alternatives Before Suspension
   Positive Culture Handbook
   Restorative Practices Facilitator (RPF)
4. **Restorative Educational Measures (Modules)**
5. **Follow Up & Mentoring (Restorative)**

# Diversity, Equity & Inclusion Dashboard

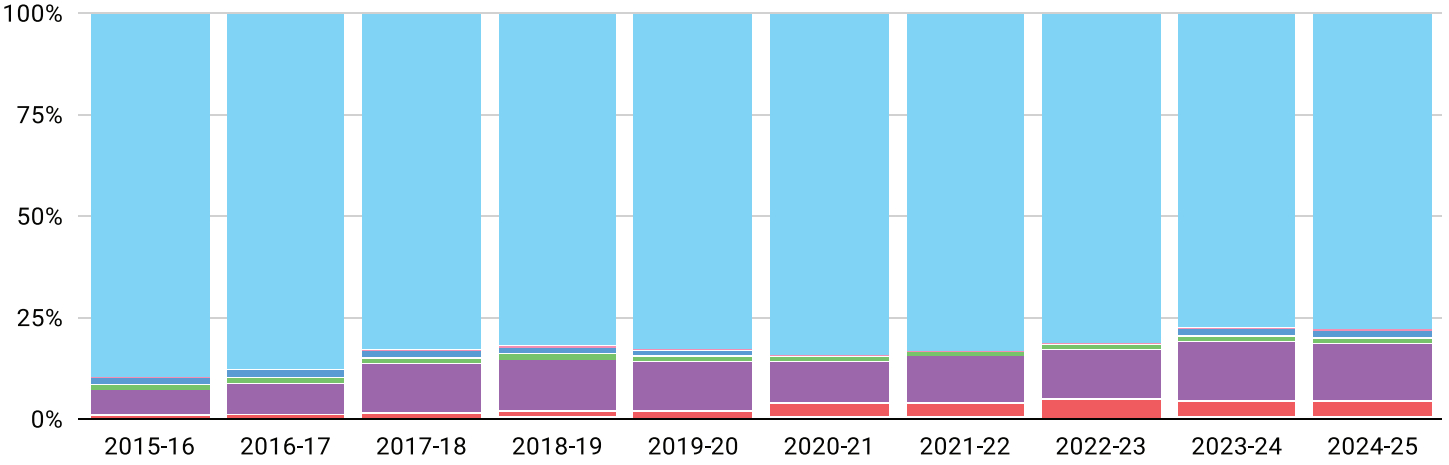
## DEMOGRAPHICS TRENDS

American Indian/ Alaska Native | Asian | Black or African American | Hispanic/ Latino | Multiracial | White

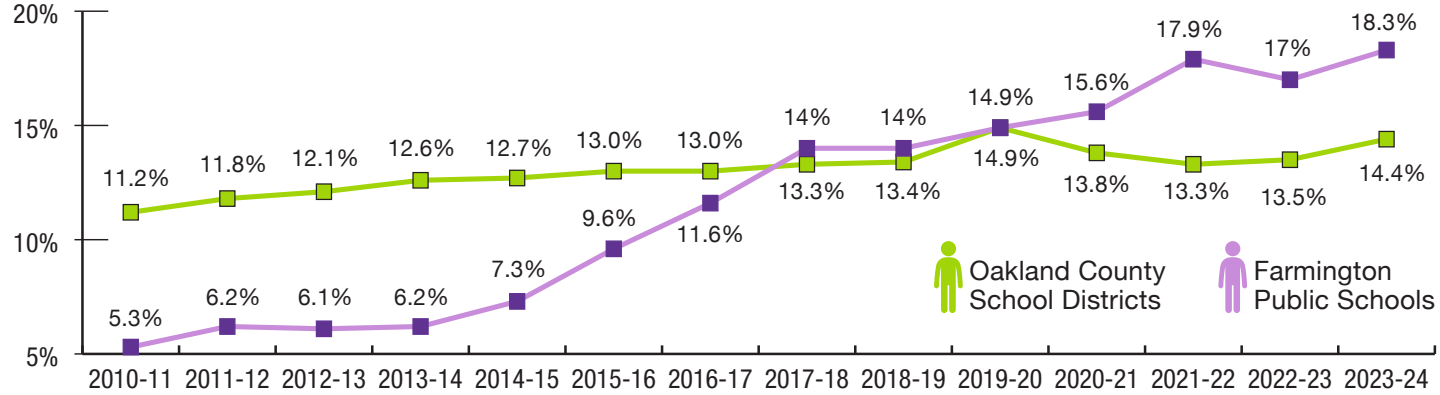
### Student Ethnicity over the years




### Staff Ethnicity over the years




### Staff Ethnicity (Black or African American) over the years



Farmington PUBLIC SCHOOLS

# Diversity, Equity & Inclusion Dashboard

## ACADEMIC INNOVATION & CULTURAL RESPONSIVENESS

### Professional Development (PD) — In Person

**Belonging Professional Development**
**ALL** high school staff

**Supportive Language Professional Development**
**ALL** elementary staff

**Wit & Wisdom Professional Development**
**ALL** elementary staff

### Professional Development (PD) — Virtual

**Implicit Bias Course**
**390** staff completed

**Micro-Aggressions Course**
**277** staff completed

### New Course Selections

- **AP African American History –** Projected 2027
- **African American History –** New for 2024-25
- **African American Literature –** New for 2024-25
- **Global Voices –** New for 2024-25

### Buildings Engaged in PD on Hurtful/Harmful Language

- **East** Middle School
- **Warner** Middle School
- Farmington **STEAM** Academy
- **Forest** Elementary School
- **Beechview** Elementary School
- **Kenbrook** Elementary School

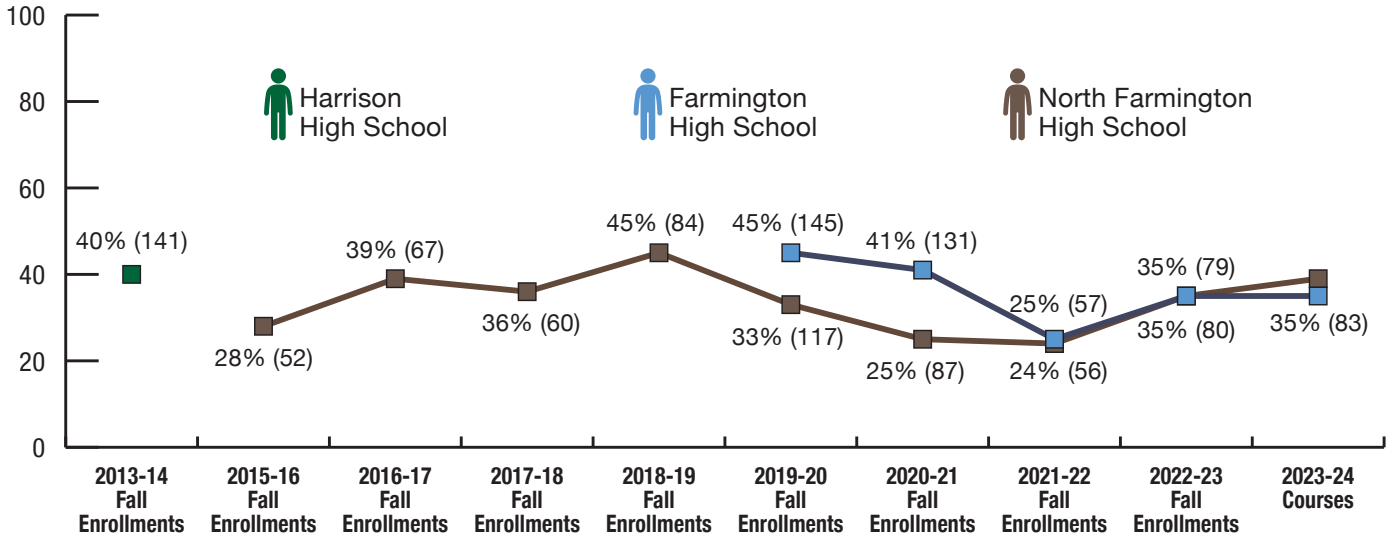
**...AND** these buildings have student affinity groups

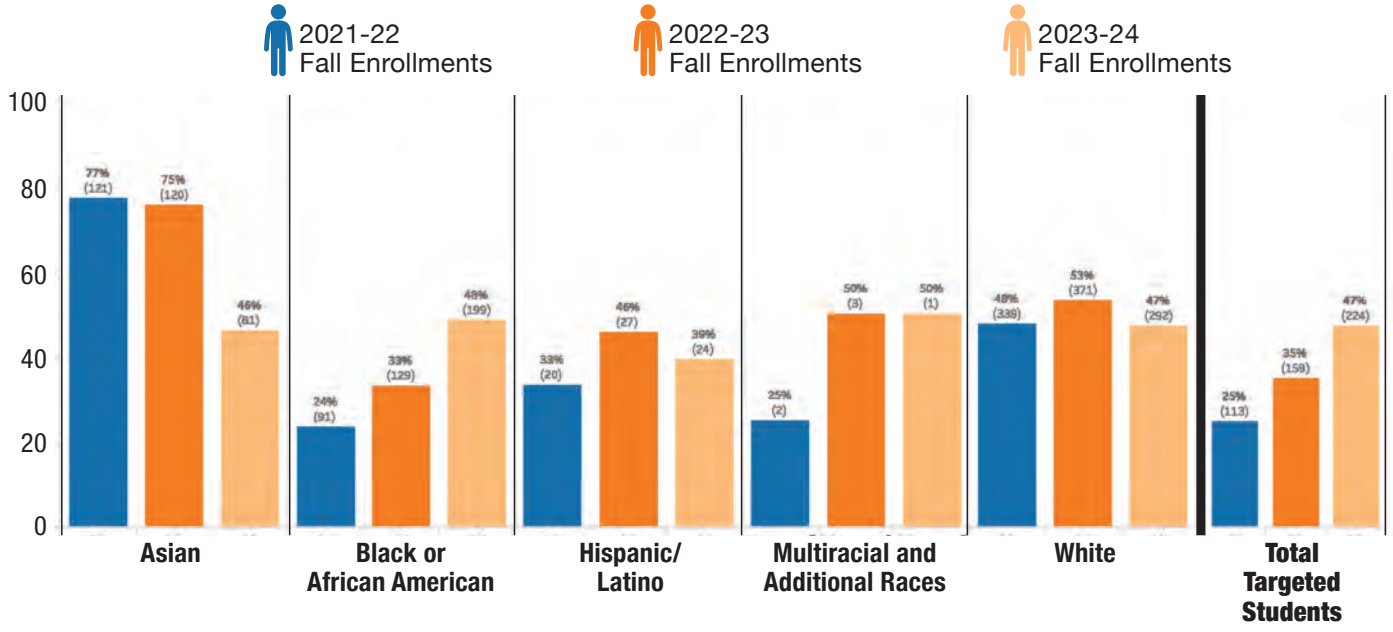
# Diversity, Equity & Inclusion Dashboard

## ACCESS TO ADVANCED LEARNING OPPORTUNITIES

### 11th–12th Grade AP/IB Participation

**Students Included: Students of Color & Low-Income Students**




## Clubs and Extracurriculars
### that center Diversity, Equity, Inclusion, and Belonging

Black Student Union (BSU) • Diversity Club • Dream Kings • Equity Ambassadors
Equity Club • Gay Straight Alliance (GSA) • Intersectional Social Justice Collaborative (ISJC)
Muslim Student Association (MSA) • Pretty Brown Girls • Religious Diversity Journey (RDJ)

# Diversity, Equity & Inclusion Dashboard

## STUDENT PERCEPTION & VOICE

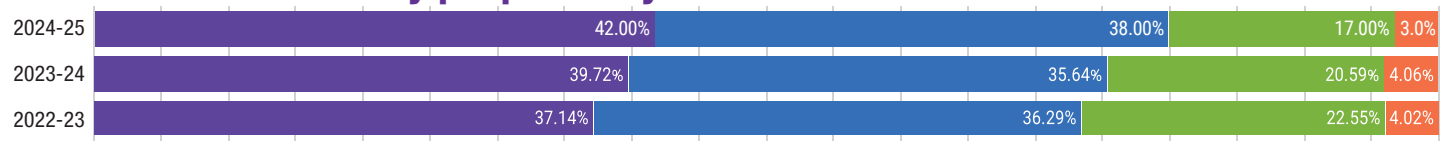
### I am treated with respect at school.



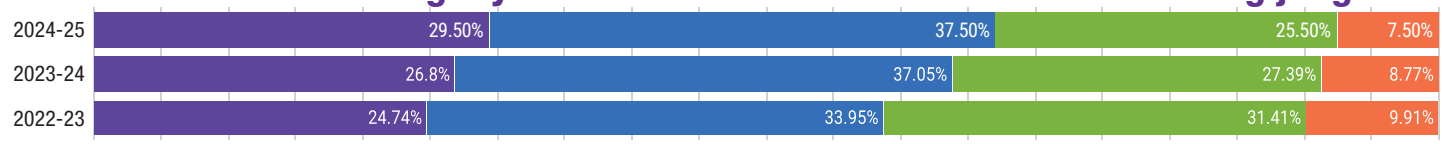

### I feel safe to share my ideas, opinions, and thoughts at school.



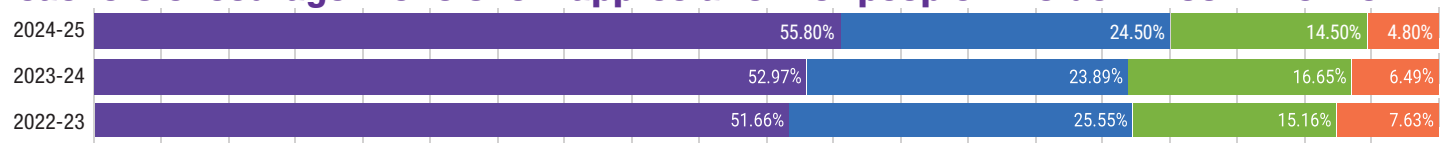

### I feel connected to many people at my school.



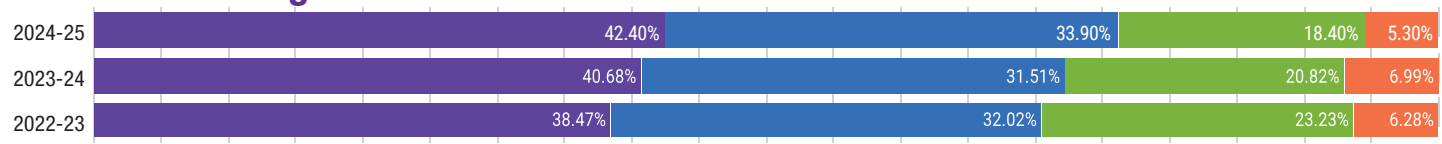

### I feel comfortable sharing my ideas at school. I can share without feeling judged.




### Teachers encourage me to show appreciation for people who don't look like me.




### I feel like I belong when I am at school.




**Religious Diversity Journey**
**ALL middle schools**

**Student I.D.E.A.**
**88 members (secondary)**

**Equity Clubs**
**130 members (secondary)**
**153 members (elementary)**

**MSAN Multicultural Student Achievement Network**
**High School**
**Middle School**

Use this QR code to link to the video.



# Diversity, Equity & Inclusion Dashboard

## COMMUNITY ENGAGEMENT & PARTNERSHIPS

Oakland Schools

InterFaith Leadership Council of Metropolitan Detroit

UNIVERSITY OF MICHIGAN




Oakland County
J.E.D.I. Council

MSAN
Multicultural Student Achievement Network

Farmington Area
Interfaith Association

Parent I.D.E.A.
Religion
Age
Disability
Gender
Culture
Sexual Orientation
Education
Race
Ethnicity
Nationality

FARMINGTON COMMUNITY LIBRARY

## COMMUNITY ENGAGEMENT & PARTNERSHIPS



# Partner Impact Report: FCL & FPS IDEA

Over the past three years, the partnership between FCL and FPS's IDEA Student Clubs, led by Mr. Greg Smith, has produced our most impactful MLK Day programming. The IDEA student-led panel discussion consistently stands out as the most impactful event according to attendee surveys. Under Mr. Smith's guidance, his students have also expanded their involvement, with two students delivering an inspiring speech before our MLK Legacy March this year, creating a link between why we marched then and why we march now.

This collaboration has had a lasting impact, enriching the MLK Day celebration and strengthening community ties. The student panel remains a central highlight, fostering a culture of engagement and social responsibility among students. FCL is committed to amplifying youth voices and creating opportunities for meaningful dialogue, and we are grateful for Mr. Smith's continued partnership in this important work.

> My two teens and I watched the student panel...it gave us as a family a chance to talk about what more needs to be done."

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Farmington PUBLIC SCHOOLS

> REALLY enjoyed and learned a lot from the IDEA panel members/moderators ...gave me a LOT of hope for the future.

### IMPACT SNAPSHOT

**65+**
attendees every year

**73%**
of MLK Day attendees name the IDEA Student Panel as their favorite event of the day