

Subject: Re: Reminders about Equity for the first days of school
Date: Tuesday, August 2, 2022 at 9:53:54 AM Eastern Daylight Time
From: Mary Schroeder
To: Deb Lorenz
Attachments: Image.jpeg, C2CB044B-5C3C-4D9C-BC68-F7007FCD9899_1_201_a.jpeg

5-8 of each? I think our PLN would be interested. Thank you!

Mary Schroeder (she/her)
Riverside Jr. High
8th Grade English
English Department Coordinator
HSE Equity Coach
Riverside Jr. Honor Society Sponsor

From: Deb Lorenz <dlorenz@hse.k12.in.us>
Sent: Tuesday, August 2, 2022 9:42 AM
To: Mary Schroeder <mschroeder@hse.k12.in.us>
Subject: Re: Reminders about Equity for the first days of school

I am going today after school. How many would you like?

Deb Lorenz (She, her, hers)
Lifeskills Teacher
Riverside Jr. High
Hamilton Southeastern Schools

P (317) 915-4280 x 6107
F (317) 915-4289
Attendance (317) 915-4288

From: Mary Schroeder <mschroeder@hse.k12.in.us>
Sent: Tuesday, August 2, 2022 9:19 AM
To: Deb Lorenz <dlorenz@hse.k12.in.us>
Subject: Re: Reminders about Equity for the first days of school

Hi Deb, if you are picking up flags, I would love some. I also try to keep extras and offer them to teachers who want one. If you already went and didn't get extras, don't worry, I can contact Cathy Goldman at PFlag Fishers.

Mary Schroeder (she/her)
Riverside Jr. High
8th Grade English
English Department Coordinator
HSE Equity Coach
Riverside Jr. Honor Society Sponsor

From: Deb Lorenz <dlorenz@hse.k12.in.us>
Sent: Monday, August 1, 2022 4:08 PM
To: Mary Schroeder <mschroeder@hse.k12.in.us>
Subject: Re: Reminders about Equity for the first days of school

Picking up a packet. I can get more. Would anyone else like some?



Support For LGBTQIA+ People, Families, Friends, & Allies Of Hamilton County

PFLAG Fishers · 22h ·

Teachers, administrators, bus drivers, librarians, and school staff:

If you would like a bundle pictured below... [See more](#)



Deb Lorenz (She, her, hers)

Lifeskills Teacher
Riverside Jr. High
Hamilton Southeastern Schools

P (317) 915-4280 x 6107

F (317) 915-4289

Attendance (317) 915-4288

Have a good day - On Purpose!

From: Mary Schroeder <mschroeder@hse.k12.in.us>

Sent: Monday, August 1, 2022 1:31:29 PM

To: All Staff at Riverside Junior High <AllStaffatRiversideJuniorHigh@hse.k12.in.us>

Subject: Reminders about Equity for the first days of school

Welcome back Riverside!

If you don't know me or haven't met me, I'm the Equity Chair for the River. Ren Myers is my co-Chair. I wanted to share a few ideas and reminders about ensuring a welcoming environment specifically for the first week of school. Feel free to reply to this email with ideas of your own.

1. Learn students' preferred names and pronouns as soon as possible and start using them. Don't be afraid to ask--it shows you care. Have students introduce themselves if you are not sure how to say their names. Don't "try" to say it if you really aren't sure how. This avoids a lot of embarrassment for kids, especially the ones who chronically have their names mispronounced in front of others. I love to have kids do a 2-3 minutes Flipgrid intro so I can watch it as many times as needed to put their face with their name.
2. Tell them something about you. Come up with a list of "fun facts" about yourself and sprinkle them in the first few days when transitioning topics. Kids love to hear about their teachers' lives.
3. Emphasize what you WANT them to do rather than what you DON'T WANT them to do. Encourage them to "participate" "come prepared" "ask for help" rather than "Don't be late, don't chew gum, don't talk when I'm talking."
4. Send a positive note home to parents, if possible, on the first day. It sets the tone for the rest of the year. Encourage parents to be involved and communicate questions early.
5. Ask students what makes them feel safe/accepted. On your forms or personal info you collect from students on the first day or two, ask them what makes a classroom feel safe or

comfortable. Ask them to explain what a good teacher does or doesn't do. Make sure they know these responses will not be shared with the class or make them anonymous. This can help you learn about student boundaries and past experiences.

6. Also, a note about gender inclusive language--I know this is tricky--come see me if you have ANY questions. My friend Katie posted this in HSE Equal and I share it with you:



Feel free to respond and add to the list! If you are new to the building, please feel free to stop by my room (Room 100) anytime to ask questions or talk. Ren is also happy to assist with Equity related questions. My door is always open!

Have a great first week of school,

Mary Schroeder (she/her)
Riverside Jr. High
8th Grade English
English Department Coordinator
HSE Equity Coach

Riverside Jr. Honor Society Sponsor