

Report on Work Completed to Support the Equity and Racial Justice Framework



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Purpose of Presentation

- Purpose of **Equity** Work
- Provide **update** on the **Equity** and **Racial Justice** Framework efforts
- Next Steps



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District Goal Alignment

Goal One: Increase **academic achievement** and ensure **equitable access** to enable all students to attain college and career readiness.



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Purpose

Social unrest throughout the **nation** and our **community** -

- Inequities exist in **society** and in our **district**
- July 27, 2020 shared a draft of the Equity and Racial Justice Framework
- District, site, and student level actions



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Framework Actions 2020-2021

District Level

- Keynote (administrators and staff)
- Equity and Racial Justice Task Force
 - September 22
 - October 27
 - November 23
 - December 8
 - January 26
 - February 16
- Community Forums
 - October and February



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Framework Actions 2020-2021

Professional Development

- What is **implicit** bias?
- How to **talk** about **race**
- **Rooting** out **implicit** bias
- Supporting **student** empowerment
- Becoming **racially** and **ethnically** conscious
- **Cultivating** cultural **competency**



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Framework Actions 2020-2021

Professional Development (cont.)

- **Debiasing our thoughts and actions**
- **Understanding race and ethnicity**
- **Our role in confronting and overcoming systematic oppression**

All Certificated Staff will take two hours of equity training on October 12th



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Framework Actions 2020-2021

Site Level

- Principal Training (quarterly)
- Began September 17
 - Define equity
 - Leading conversations
 - Identifying an issue, interrupt and repair



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Framework Actions 2020-2021

Site Level (cont.)

- Site-based equity teams (9-12 sites)
- October 5 (six meetings total)
 - Define equity
 - Equity conversations
 - How to take the personal and collective lens to guide the work at the site



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Framework Actions 2020-2021

Student Level

- Involve students in district decisions through an advisory group
- Create a space for student voice about equity on campuses
- Develop student knowledge about how to create equity and effect change



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Framework Actions 2020-2021

Other Equity Work

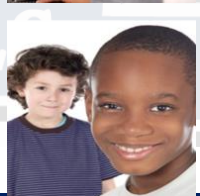
- Board resolutions
- Ethnic studies
- Dr. Okonofua's recommendations



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Next Steps

- Begin the site-based equity teams
- Prepare for Community Forum
- Consider partnership with CSU Stanislaus
 - Expand dual enrollment to include Ethnic Studies
- Report EOY progress



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Questions



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