



## **EQUITY and RACIAL JUSTICE FRAMEWORK**

### **DISTRICT AND COMMUNITY LEVEL EQUITY WORK**

**Task Force - Purpose:** Provide recommendations to the Superintendent and our Board of Education to identify focus areas that will guide our equity work in future years.

**Task Force Dates:** 3:30 PM—5:00 PM

September 22, 2020  
October 27, 2020  
November 23, 2020  
December 8, 2020  
January 26, 2021  
February 16, 2021

**Community Forums – Purpose:** To engage our community in gathering their input regarding the work the district is engaged in.

**Community Forum Dates:** 6:00 – 7:30 PM

October 26, 2020  
February 3, 2021

### **2020-2021 Professional Development Opportunities:**

- What is implicit bias?
- How to talk about race
- Rooting out implicit bias
- Supporting student empowerment
- Becoming racially and ethnically conscious
- Cultivating cultural competency
- Debiasing our thoughts and actions
- Understanding race and ethnicity
- Our role in confronting and overcoming systematic oppression

## **SITE LEVEL EQUITY WORK**

### **PRINCIPAL TRAININGS**

**Principal Training - Purpose:** Provide Principals training by developing a common language on issues surrounding equity, how to lead conversations, and develop action plans to address inequitable outcomes with stakeholder buy in.

**Principal Training Dates:** 1:00 PM —4:00 PM

September 17, 2020

December 3, 2020

February 4, 2021

April 1, 2021

#### **Program Outcomes:**

- Understand and speak to issues of exclusion and inequity
- Create a common equity language
- Understand how to use the RIR Protocol as a tool for creating Compassionate Dialogue around equity issues
- Complete an Action Plan by identifying or expanding upon a systemic equity problem of practice

#### **Each AELS Series includes the following:\***

1. Introductory Session: (3-hour session) **9/17**
  - Session Overview: Program overview; Introduction to Compassionate Dialogue (RIR Protocol; Introduction to the RIR-RASCI Action Planning Tool – Recognize It
2. Foundational Courses: (Approximately 3 hours each)
  1. Thriving as a Racially Conscious Person – Online Course Opens **9/22**
  2. Let's Talk About Race - Online Course Opens **12/8**
  3. What is Implicit Bias and How Can We Address It? – Online Course Opens **2/9**
3. Action Planning Work Sessions (3 x 3-hour sessions)
  - Session 1 Overview: Debrief online course #1; RIR-RASCI Action Planning - Recognize It **12/3**
  - Session 2 Overview: Debrief online course #2; RIR-RASCI Action Planning – Interrupt It **2/4**
  - Session 3 Overview: Debrief online course #3; RIR-RASCI Action Planning – Repair It; Next Steps **4/1**

**\*Session content is subject to change based on client participant and progress. In between sessions, participants will be working on their Action Plans and completing online course work.**

## **PRINCIPAL TRAININGS cont.**

FOUNDATIONAL COURSES:	
Thriving as a Racially Conscious Person	Participants will explore and discuss race, ethnicity and culture as healthy, positive, evolving parts of the human experience, proactively reflecting on and sharing about how these impact us individually and collectively.
Let's Talk About Race	Participants will deepen their understanding of historical and systemic racial inequality through the exploration of Critical Race Theory (CRT) tenets in order to identify how this context impacts current education beliefs, practices and policies.
What is Implicit Bias and How Do We Address It?	Participants will explore the concept of implicit bias and the nuanced behavior that is a product of our unconscious associations by examining where our stereotypes come from, how we process them and strategies to recognize and interrupt them.

### **Site Equity Teams Trainings**

**Site Equity Team (Grades 9-12) - Purpose:** Provide site equity teams training on a common language, awareness of inequities that exist in schools, and how to work through and change outcomes for marginalized subgroups. Participants will engage in 12 hours of asynchronous professional development. Site Principals will solicit interest at the site and make their selections. Committee members will include on Assistant Principal and three Certificated Staff Members.

#### **Site Equity Team Training Dates: 2:30 – 5:00 PM**

October 5 - Team Building/Initial Learning-Planning  
November 2 - Team Building/Initial Learning-Planning  
December 7 - Action Planning Session/RIR Practice  
February 1 - Action Planning Session/RIR Practice  
March 1 - Action Planning Session/RIR Practice  
April 5 - Action Plan Share Out Next Steps

#### **Program Outcomes:**

- Have a foundational understanding of equity issues through online coursework
- Proficiency in the RIR Protocol and Compassionate Dialogue
- Complete an Intra/Interpersonal Equity Action Plan
- Create a Personal and Collective Equity Lens to guide ongoing organizational/systemic equity work

#### **ELDP Year One Overview:**

- Initial Planning Meeting - Program overview and support with team identification
- Team Building/Introductory Sessions
- Quarterly Action Planning/Online Course Review Sessions
- Action Plan Share Out/Next Steps Session
- Coaching with ELDP Lead – 8 hours total for the year
- 12 Hours Foundational Learning Modules
- *Recommended: Internal team meetings/check-ins facilitated by the ELDP Lead/Co-Lead to keep the momentum and conversation going*
- Stipends available at participant rate

## **Site Equity Teams Trainings cont.**

### **ELDP Year One Details:\***

- Team Building/Introductory Sessions (2 x 3-hour sessions)
  - Session 1 Overview: Team building (group norms/common language assessment); Overview of the program; Introduction to Compassionate Dialogue (RIR Protocol); Introduction to RIR-LEAP Action Planning Tool
  - Online Course Asynchronous: Compassionate Dialogue
  - Session 2 Overview: Continued team building; Debrief Compassionate Dialogue online course; RIR -LEAP Action Planning – Recognize It; RIR Protocol Practice
- Quarterly Action Planning/Review Sessions (3 x 3-hour sessions)
  - Session 1 Overview: Continued team building; Debrief online courses: Theme 1; RIR-LEAP Action Planning – Interrupt It; RIR Protocol Practice
  - Session 2 Overview: Continued team building; Debrief online courses: Theme 2; RIR-LEAP Action Planning – Interrupt It; RIR Protocol Practice
  - Session 3 Overview: Continued team building; Debrief online courses: Theme 3; RIR-LEAP Action Planning – Interrupt It Feedback Session/Repair It; RIR Protocol Practice
- Action Plan Share-Out Session (1 x 3-hour session)
  - Session Overview: Action Plan Share Out; RIR-LEAP Action Planning – Repair It; Collective Equity Lens Creation

**\*Session content is subject to change based on client participation and progress. In between sessions, participants will be working on their Action Plans and completing online course work.**

### **Online Learning**

<b>Themes</b>	<b>Module</b>	<b>Focus Area</b>
	Compassionate Dialogue (2 hours)	Framework & language for self-reflection and dialogue around equity
1. Communication and Self-Reflection	Exploring Counter-Storytelling through Critical Race Theory (1 hr)	Building empathy through counter-storytelling
	Understanding Race & Ethnicity (1 hr)	Understanding my racial/ethnic identity
	Racial and Ethnic Identity Development (1 hr)	Understanding the impact of my racial/ ethnic identity on my lived experience and others
2. Understanding Bias and Marginalization	What is Implicit Bias? (1-hour)	What biases do I have based on my identity?
	Debiasing Our Thoughts and Actions (1 hr)	How have I/how can I challenge my biases?
	Recognizing Non-ness and Marginalization (1 hr)	Understanding the manifestations of non-ness and marginalization
3. Social/Historical Context of Equity Issues	Exploring the Permanence of Racism through Critical Race Theory (1 hr)	The systemic impact of race on my experiences
	Exploring Whiteness as Property through Critical Race Theory (1 hr)	Understanding how my experience situated in a larger social/historical context
	Exploring Interest Convergence through Critical Race (1 hour)	Understanding how my identity impacts who I support & collaborate with
	Exploring the Critique of Liberalism through Critical Race Theory (1 hour)	The importance of multiple perspectives to create thoughtful urgency

## **Site Equity Teams Trainings cont.**

### **Online Learning cont.**

#### **Program Expectations**

- **PARTICIPANTS:** Engage in all sessions. Participate in the online learning. Meet monthly to work on intra/interpersonal action planning.
- **LEAD:** Select a co-lead as a secondary touchpoint for the Epoch Trainer. Engage in all sessions and coaching activities. Participate in the online learning. Lead internal planning meetings. Support participants in their work and continue team-building efforts. Collaboratively schedule all sessions with Epoch Trainer.

#### **Coaching with ELDP Lead/Co-Lead – Overview (8 hours virtual coaching)**

- These virtual coaching sessions focus on developing the lead and co-lead's capacities to guide the ELDP Team through their year one experience via direct participation, coaching and modeling.

## **STUDENT LEVEL EQUITY**

**MCS Student Advisory Council (Grades 7-12) Purpose:** To provide students who are not typically involved in leadership the opportunity to share their thoughts, feelings, and suggestions regarding equity and their respective school site.

One representative will be solicited at a future date to represent each junior high and high school site.

**MCS Student Advisory Council Dates:** 3:00 – 4:00 PM

September 30, 2020

October 28, 2020

November 18, 2020

December 16, 2020

## **OTHER EQUITY WORK**

- **August 11: Ethnic Studies Resolution**
- **August 30: Letter to State Board of Education- Support Ethnic Studies**
- **September 8: Superintendents statement to Hate Speech, Bullying and/or Harassment**
- **September 28: Resolution: MCS Racial Equity Statement**
- **September 28: Update on Equity and Racial Justice Framework**
- **TBD: Update on listening and learning sessions/community forum**
- **October 1: Bi-Directional Teacher Surveys**
- **October 12: Two hours of mandatory training for teachers on equity**
- **May: Report on recommendations made from Equity Taskforce**
- **May: Report on the Professional Development, Site Equity Team Training, and outline 2021/2022 work**

## **EQUITY AND RACIAL JUSTICE TASK FORCE**

### **Members**

Name	Group	Organization	Title
Abok, Akouavi	Student	Johansen School	Student
Anguiano, Aaron O, Esq	Community	Latino Community Roundtable	LCR President
Byrd, Wendy	Community	NAACP	President
Cardenas, Jose Dr.	Community	Parent	Parent
Caro, Miriam	MTA	Modesto City Schools	Teacher, Rose Ave
Cheatham, De'lonne	Community	Parents Leading Change	Member
Cooper, Jocelyn	Community	Parents Leading Change	President
Cox, Sarah	MCS Admin	Modesto City Schools	Principal, Elliott Alt
Crosby, Reverend Darius	Community	Greater Glory Missionary Church	Reverend
Ervin, John	Board	Modesto City Schools	Board Member
Flora, Jason	Teachers	Modesto City Schools	Teacher, Hanshaw Middle
Goudeau, Brad	MCS Admin	Modesto City Schools	Assoc Supt, Ed Services
Gustafson, Khani	Community		Mental Health Clinician
Herbst, Mark	Facilitator	Modesto City Schools	Assoc Supt, SSS
Jonas, Lori	MCS Admin	Modesto City Schools	Principal, Hanshaw
Kapadia, Rozina	Facilitator	Epoch Education	Consultant
Leverett, Bianca	Teachers	Modesto City Schools	Teacher, Garrison Elem
Lomeli, Tony	MCS Admin	Modesto City Schools	Principal, Tuolumne Elem
Lopez Jr, Adolfo	Board	Modesto City Schools	Board Member
Marks, Cindy	Board	Modesto City Schools	Board Member
Martin, Gracie	CSEA	Modesto City Schools	President
May, Maria	Teachers	Modesto City Schools	Teacher, Davis High
Meas, Pholy	Teachers	Modesto City Schools	Teacher, Marshall Elem
Montanez, Manuel	Teachers	Modesto City Schools	Teacher, Bret Harte Elem
Negranza, Carol	Teachers	Modesto City Schools	Teacher, Modesto High
Nelson, William	MCS Admin	Modesto City Schools	Sr Dir, School Leadership
Nguyen, Charlie	Community	Boys & Girls Club (Stan Co)	Board Member
Noguchi, Sara	MCS Admin	Modesto City Schools	Superintendent
Noonan, Krista	MCS Admin	Modesto City Schools	Chief Comm Officer
Perez, Luz Elena Dr.	MCS Admin	Modesto City Schools	Dir, St & Fed
Rucker, Reggie	Community	Downtown Modesto Partnership	Business Owner
Shroyer, Michael	MCS Admin	Modesto City Schools	Principal, Davis High
Talley, Sophia	Student	Enochs High School	Student
Villasenor, Anita	Teachers	Modesto City Schools	Counselor, Davis High