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

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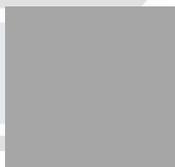Senior Director, School Leadership

October 19, 2020

Purpose of Presentation

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

District Goal Alignment

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

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

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

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**

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 took two hours of equity training on October 12th

Framework Actions 2020-2021

Site Level

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

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

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

Framework Actions 2020-2021

Other Equity Work

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

Next Steps

- Begin the site-based equity teams
- Prepare for Community Forum (October 26)
- Consider partnership with CSU Stanislaus
  - Expand dual enrollment to include Ethnic Studies
- Report EOY progress

Questions