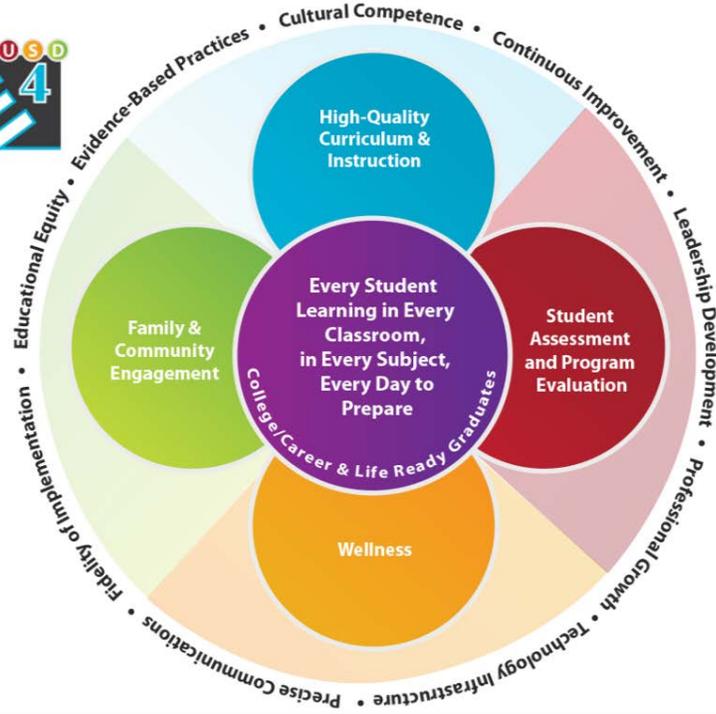


Race & Educational Equity Report

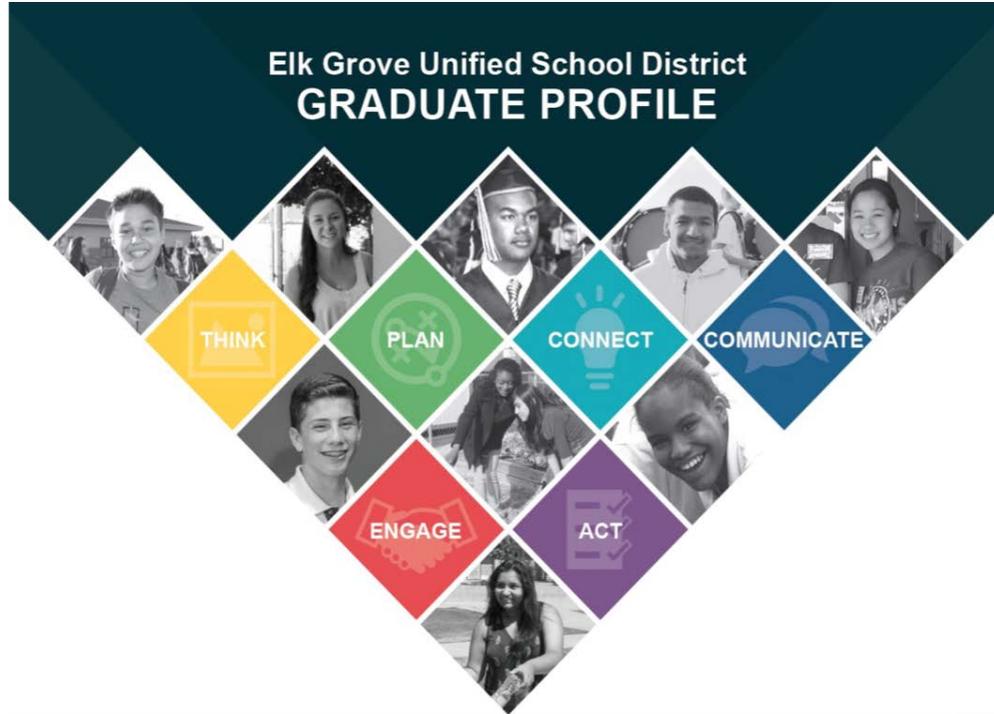
November 17, 2020



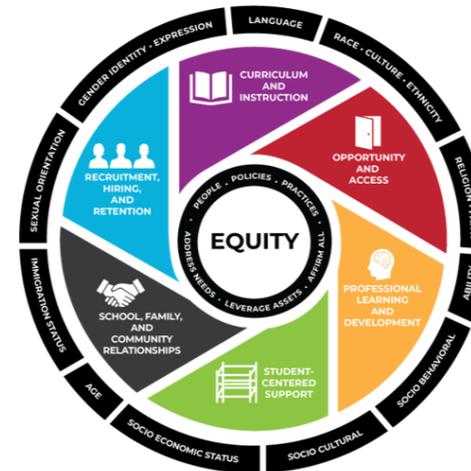


EGUSD Strategic Goals

- High-Quality Curriculum & Instruction** All students will receive high quality classroom instruction and curriculum to promote college and career readiness and close the achievement gap.
- Student Assessment and Program Evaluation** All students will benefit from instruction guided by assessment results (formative, interim and summative) and continuous programmatic evaluation.
- Wellness** All students will have an equitable opportunity to learn in a culturally responsive, physically, and emotionally healthy and safe environment.
- Family & Community Engagement** All students will benefit from programs and services designed to inform and involve family and community partners.



Educational Equity

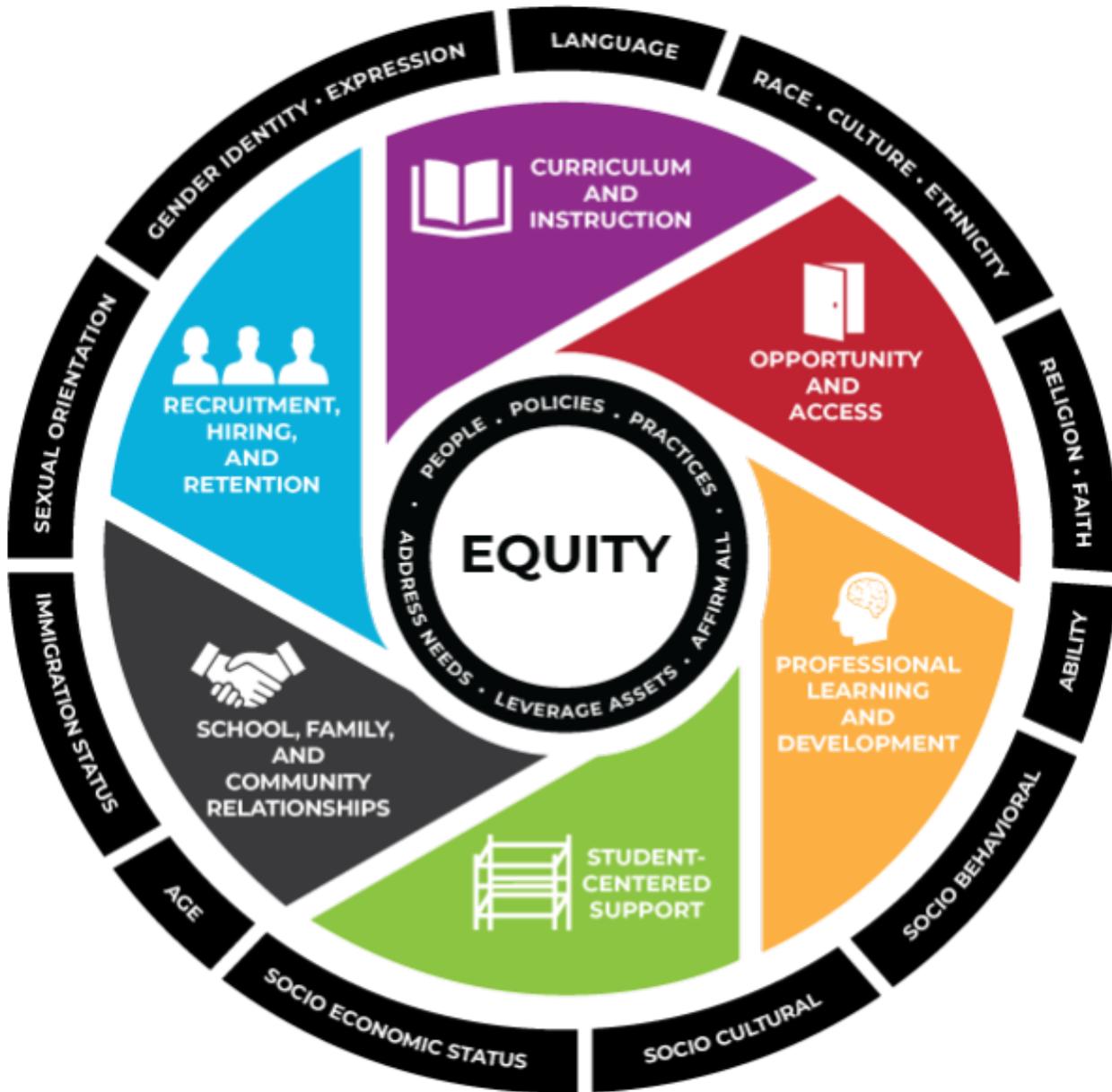


Ensures the decisions, policies, and practices in our learning system are culturally sensitive and provides all students with access, opportunity, support, and resources.

Educational Equity

Educational equity is defined as both a process and an outcome (Putnam-Walkerly & Russell, 2016):

- The process of using a lens of equity to analyze and inform decisions, policies, and practices in our schools and district to ensure they are culturally sensitive and provide all students with access, opportunity, validation, support, and resources.
- The outcome whereby all educational outcomes are no longer predicted by identity categories such as race, ethnicity, ability, gender, and socioeconomic status.



Racial Justice Action Plan Update

- Defining Racial Justice
- Equity Foundation Updates
- Priority Next Steps



Education Equity Action Plan and Resource Site

 **Advancing Racial Justice:**
EGUSD Educational Equity Action Plan
2020-2021

Implementation of the Educational Equity Strategic Plan with a Focus on Racial Justice



Developed in June 2020 with the contributions of the following groups:

- Office of Educational Equity
- EGUSD Equity Coalition
- High School Black Student Union Students and Advisors
- High School Student Equity Council Students and Advisors
- District Leadership

Presented to the EGUSD School Board at the August 19, 2020 meeting.

Join the Equity Coalition by visiting the [EGUSD Educational Equity Resource Site](http://blogs.egusd.net/educational-equity/) and selecting the tab, "Join the Equity Coalition," to fill out the [Equity Coalition Sign-up Google Form](#).

Equity Resource Site:

<http://blogs.egusd.net/educational-equity/>

Racial Justice

Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

(Race Forward, 2020)



Heritage/Diversity Month Resolutions (Actions 1A & 1M)



Community Cultural Webinar TEATRO, THE CHICANO MOVEMENT, AND ACTIVISM TUES. OCT 6 3:30-4:30PM	Educator Workshop THE BRACERO PROGRAM AND THE UFW THURS. OCT 8 3:30-5:00PM	Community Heritage Book Talk RECOMMENDED READING FOR LATINX/HISPANIC STORIES TUES. OCT 13 3:30-4:30
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Community events are open to all EGUSD community members (students, families, and staff) and free from discrimination. Interpretation in Spanish will be available. Educator workshops can be found using PL Essentials.

(Example page from website)

- Native Heritage:
 - Raising the Voices of Native Youth (11/16: 6:00-7:00pm)
 - Native American Voices and Stories in Youth Literature (11/30: 3:30-5:00pm)
- Sikh Heritage:
 - Sikh Heritage Community Webinar (11/19: 5:30-7:00pm)



Targeted Universalism for Leadership (Action 2E)

Five Steps for Targeted Universalism

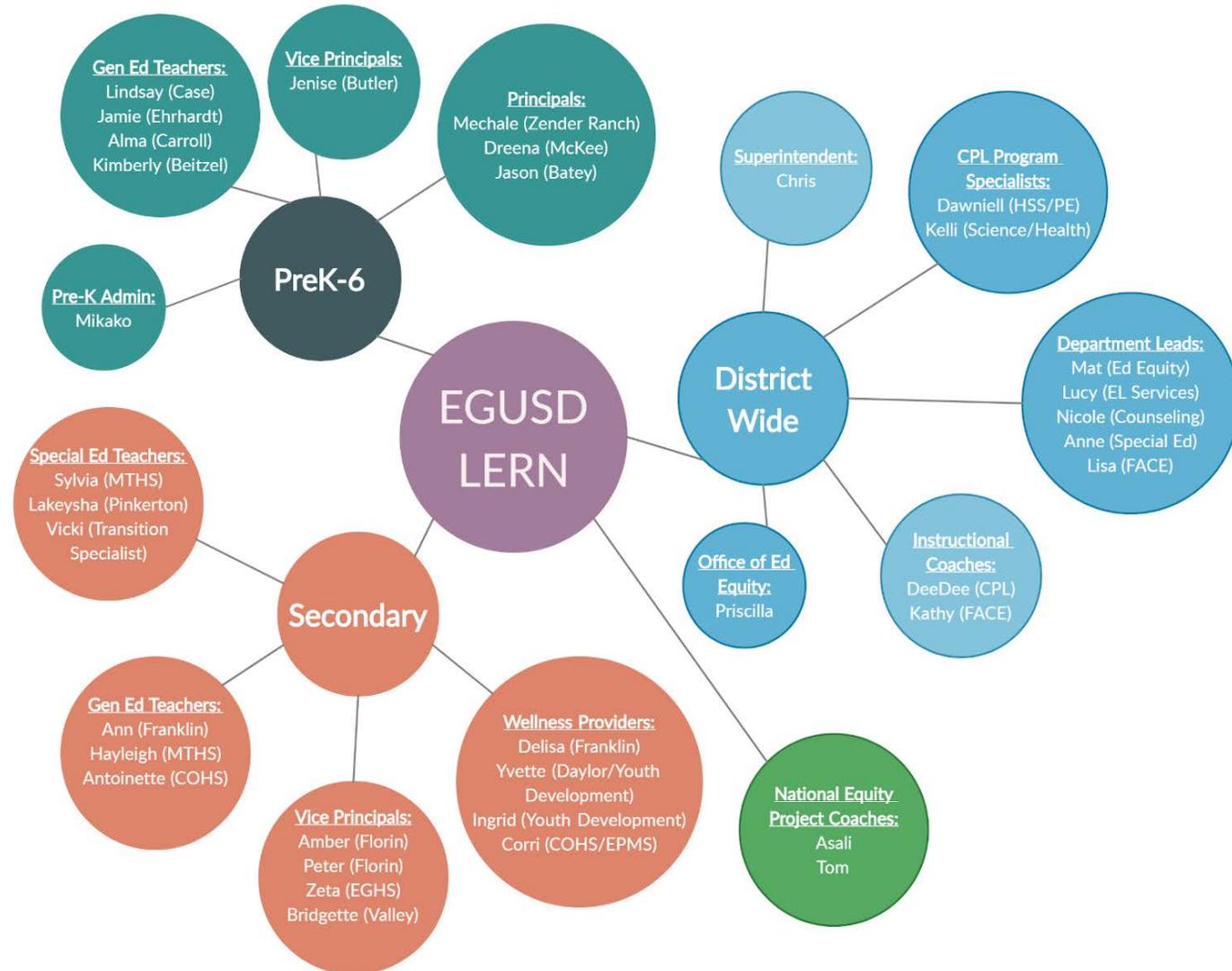
1. Establish a universal goal based upon a broadly shared recognition of a societal problem and collective aspirations.
2. Assess general population performance relative to the universal goal.
3. Identify groups and places that are performing differently with respect to the goal. Groups should be disaggregated.
4. Assess and understand the structures that support or impede each group or community from achieving the universal goal.
5. Develop and implement targeted strategies for each group to reach the universal goal.

Source: *Targeted Universalism Policy & Practice* (Powell, Menendian, & Ake, 2019)



Equity Leadership Institutes (Action 2G)

National Equity Project's Leading for Equity Redesign Network (LERN)



Equity Leadership Institutes (Action 2G)



2020-2021 Equity Leadership Institute

Seeking leadership teams to participate in a professional learning series to develop an equity action plan for their site or program. In addition to the synchronous learning sessions, participants will engage in online courses and receive access to the courses for their entire staff. Led by Epoch Education.

Topic 1: Compassionate Dialogue

PL SESSION: DEC 8
3:30-5:00PM

Topic 2: Thriving as a Racially-Conscious Person

PL SESSION: JAN 21
PLANNING: JAN 28
3:30-5:00PM

Topic 3: Let's Talk About Race

PL SESSION: FEB 11
PLANNING: FEB 18
3:30-5:00PM

Topic 4: Implicit Bias

PL SESSION: MAR 18
PLANNING: MAR 25
3:30-5:00PM



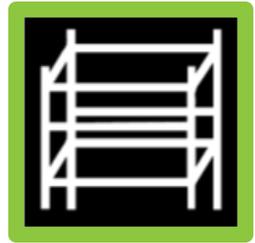
Equity Professional Learning Schedule (Action 3A)



Scheduled for Staff:

- Speaking Up Against Racism
- Recognizing Implicit Biases
- Interrupting Implicit Biases
- Applying an Equity Mindset
- Racial Identity Development
- Cultural Proficiency Continuum
- Culturally Responsive Relationship Building
- Culturally Responsive Student Talk
- Principal/VP Antiracist Leadership Series
- Wellness Providers Racial Justice Trainings
- Racial Justice Spring Book Club: *Justice on Both Sides, The New Jim Crow*
- Student Racial Justice Book Club: *The New Jim Crow*

Student Rights (Actions 4R & 4S) Screenshots for District Website



Student Rights/Resources	COVID-19	Strategic Goals	Board of Education	Calendars	LCFF/LCAP	Menu/Bus Info.
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Student Rights and Resources

- Student Nondiscrimination/Harassment/Intimidation/Bullying Policy
- Student Sexual Harassment Policy
- Student Rights Under Title IX – SB 1375 Statement
- Uniform Complaint Procedures/Annual Notice
- Bullying/Cyberbullying Prevention
 - Statewide Resources on Bullying Prevention: Organizations that Support Youth (CDE)
- Suicide Prevention
- Immigration Protections: Know Your Educational Rights
- LGBTQIA+ and Pregnant/Parenting Student Supports

Nondiscrimination Statement: Elk Grove Unified School District prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived race, color, ethnicity, national origin, immigration status, ancestry, age, creed, religion, political affiliation, gender, gender identity, gender expression, genetic information, mental or physical disability, sex, sexual orientation, marital status, pregnancy or parental status, medical information, military veteran status, or association with a person or a group with one or more of these actual or perceived characteristics or any other basis protected by law or regulation, in its educational program(s) or employment. If you believe you, or your student, have been subjected to discrimination, harassment, intimidation, or bullying you should contact your school site principal and/or the District's Equity Compliance Officer/Title IX Coordinator, Kanitra Lopez, Legal Compliance Specialist by phone at (916) 686-7795, by email at TitleIX@egusd.net, or in person at 9510 Elk Grove-Florin Road, CA 95624.

Full Nondiscrimination Policy | Title IX Coordinators

EGUSD ELK GROVE UNIFIED SCHOOL DISTRICT

HOME ABOUT ACADEMICS SCHOOLS ENROLLMENT STUDENTS/FAMILIES COMMUNITY EMPLOYMENT EGUSD EMPLOYEES

Student Rights/Resources | Students/Families » Student Rights/Resources

Policies
Elk Grove Unified School District understands the important function of developing and maintaining **education policy**. Policies guide school boards and district staff in making important decisions on education matters.

- Nondiscrimination/Harassment/Intimidation/Bullying (Students)
- Sexual Harassment Policy (Students)
- Student Rights Under Title IX – SB 1375 Statement
- EGUSD Discipline Guide
- Uniform Complaint Procedures/Annual Notice
- Williams Uniform Complaint Procedures
- Social Media Policy

Immigration Protection
All students have the right to a free public education, **regardless of immigration status** or religious beliefs.

- [Immigration Protection page](#)

Preventions
In an effort to stop bullying from happening, Elk Grove Unified has developed strategies for addressing bullying in all of its forms in district schools with the involvement of students, parents/guardians and staff. In an effort to reduce suicidal behavior and its impact on students and families, Elk Grove Unified has developed measures and strategies for suicide prevention, intervention, and postvention.

- [Bullying/Cyberbullying Prevention](#)
- [Suicide Prevention](#)

District Handbook
The **EGUSD Parent and Student Handbook** is an annual publication containing updated information relevant to the families of Elk Grove Unified. The Parent and Student Handbook outlines our expectations, our culture, and provides information to help families understand our District policies and procedures.

- Code of Conduct (page viii)
- Discrimination, Harassment & Bullying Policies (page 35)
- Parent/Guardian Rights and Responsibilities (page xii)
- School Safety (page 28)
- Services for Students (page 21)

Educational Equity
The Elk Grove Unified School District believes that **equity** is a fundamental component to student success.

Safety Information
Safety is always a top priority at the Elk Grove Unified School District. The district emphasizes **keeping students safe** at school through strict behavior standards, closed campuses, school resource officers, campus supervisors, and activities that keep students participating in school.

- [EGUSD Incident Reporting System](#)
- [Lockdown Procedures](#)
- [Fingerprinting/Volunteer Livescan and Background Clearance](#)

Family & Community Engagement
Elk Grove Unified School District believes that **family and community engagement** is a fundamental component to student success and achievement.

Behavioral Health and Counseling Services
Elk Grove Unified schools have implemented **positive behavior support plans** to eliminate or reduce high risk behaviors, bullying and stress at the school sites with the aim of ensuring the safety and well-being of students through a comprehensive plan that offers psychological and other counseling services, as well as strategies to educate students, parents and staff about how to live a healthy lifestyle.

English Learners
The Department of **English Learner Services** employs committed, motivated and knowledgeable staff who assist schools, the district, and parents with understanding and implementing programs and policies that support EL students and their families.

Foster Youth Services
The Elk Grove Unified School District's **Foster Youth Services (FYS) Program** strives to address the unique educational needs of youth in foster care by working collaboratively with youth, caregivers, schools, placement agencies, and other service providers.

Homeless Education Services
Homeless Education (Project ACT- Assisting Children in Transition) is part of the EGUSD Regional Student Support Centers.

Bullying Prevention Training for Staff & Students (Action 4K) – Examples of training materials



Bullying Prevention Training
Elk Grove Unified School District Staff

October 12, 2020

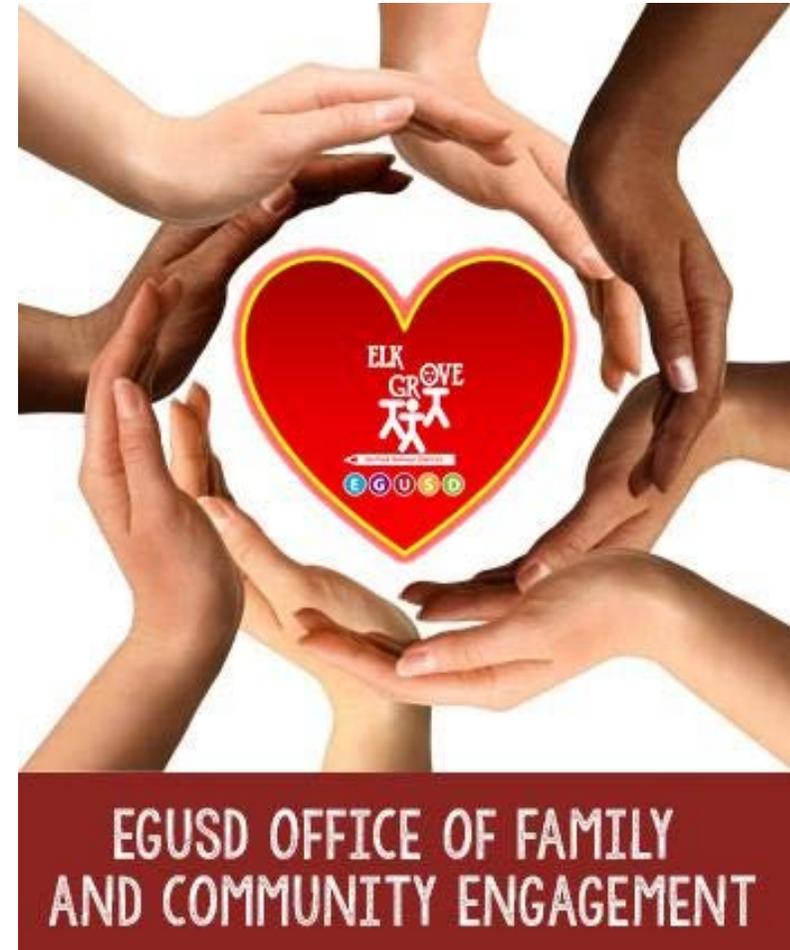
The slide features the Elk Grove Unified School District logo, which includes a stylized figure and the text "ELK GROVE UNIFIED SCHOOL DISTRICT". Below the logo is the acronym "EGUSD" where each letter is inside a colored circle (E: blue, G: purple, U: red, S: orange, D: green).

A video player interface showing a presentation slide. The slide title is "Bully Prevention in Elementary Kindergarten-3rd Grade". The video player includes a progress bar at the bottom showing 0:00 / 11:30, and a small inset video of a woman speaking in the bottom right corner. The slide also features the EGUUSD logo and the text "Culturally Res P I".

Family & Community Updates



- Increase family partnerships and leadership opportunities
- Increase family education opportunities around race - development of Families of Black Students United advisory group
- Increase community partnerships for racial justice - cultural wealth mapping of community partners in process



Equity Coalition (Action 5C)



- Purpose
 - To build a coalition of equity advocates across the district in order to support each other and facilitate the implementation of the equity strategic plan.
- Scope
 - Informational
 - Receive regular updates from the Office of Educational Equity
 - Receive invitations to equity-focused projects and events (both internal and external to the district)
 - Exchange ideas across members on equity-focused resources, events, and practices
 - Action
 - Engage in equity-focused professional learning together
 - Collaborate on equity-focused projects
 - Provide feedback to district on equity-focused issues

CTE Pathway in Education Collaborative (Action 6E)



Priority Next Steps

- Black Educators Network Planning
- Community Equity Collaborative (CEC)
- Culturally & Linguistically Responsive Practices in the Instructional Framework
- Dress Code Review Team
- Equity Metrics and Reporting Updates