

LCUSD's Diversity, Equity,
and Inclusion Framework -
Guiding Principles
For DEI Initiative

Defining the DEI Work

(Through a Student Lens)

- Students have demonstrated a lack of judgment/empathy at times in terms of how they treat others who are different from themselves.
- Students have been marginalized and disrespected. As a result, they experience being unsafe, have difficulties making interpersonal connections, and lack a sense of belonging. All students are responsible for contributing to and benefitting from a positive school climate of care.
- In the past, student mistakes and harmful choices have led to uneven disciplinary actions and sometimes unintended consequences. The intended outcome of students learning/growing from their mistakes has not been realized consistently.

Student-centric Priority DEI Objectives Based on the Identified Work:

1. Prepare LCUSD students to thrive in a diverse world
(Recognize, embrace, and celebrate our diversity)
2. Ensure LCUSD students are safe, feel respected, have interpersonal connections, and get the support they need
(Protect the marginalized, provide differentiated supports for those in need)
3. Help LCUSD students learn and grow from their mistakes and/or harmful choices
(Engage restorative practices consistently and effectively)

Defining the DEI Work

(Through a Staff Lens)

- Staff are unsure of how to facilitate or engage in difficult conversations in the classroom around DEI topics. Staff members have self-reported that in the past they have assumed a colorblind approach in the classroom.
- Staff are unsure of how to approach/handle situations on the playgrounds, quad, and/or in hallways that involve racism, bias, discrimination, etc.
- Staff fear repercussions for redirecting behaviors, engaging in restorative practices with students, or speaking out regarding racism, bias, discrimination, etc.
- Staff members have been marginalized and disrespected. As a result, they describe being unsafe, having difficulties making collegial connections, and lacking a sense of belonging.
- Some staff desire standards by which to assess students' Citizenship marks.

Staff-centric Priority DEI Objectives Based on the Identified Work:

1. Review and/or update school and district policies related to racism, bias, discrimination, restorative practices, etc.
2. Provide professional development and training for all staff in restorative practices (including professional development and training in restorative justice)
3. Develop oversight mechanism(s) to ensure consistent application of school and district policies
4. Ensure that the DEI professional development objectives and resultant offerings are organized according to a long-term plan which emphasizes a systemic and programmatic approach, one which measures outcomes and evaluates progress, and adjusts actions and services according to staff needs and feedback; ensure these professional development opportunities provide information to staff regarding legal and professional rights and responsibilities related to DEI
5. Evaluate and expand curricula to ensure a rigorous and culturally responsive educational program

LCUSD DEI Objectives and Strategies: Consistently Messaged and Understood



Commitment Statement and Definitions

- 1. Prepare LCUSD students to thrive in a diverse world**
(Recognize, embrace, and celebrate our diversity)
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- 3. Help LCUSD students learn and grow from their mistakes and/or harmful choices**
(Engage restorative practices consistently and effectively)

Create a Climate of Care on LCUSD Campuses

Take a Programmatic Approach

- Define Character Expectations
- Clear Messaging
- Create/Offer Diversity Events
- Celebrate Success
- Engage programmatic response to Pandemic impacts

Review/Revise Policies, Practices, Forms, and Messaging

- Ensure Board Policies & AR's reflect our DEI commitment

Recruit/Hire/Retain to Reflect Best Practices in Human Resources

- Expand Recruitment Avenues
- Update Interviewing Practices
- Enhance Staff Mentoring and Support Experiences

Develop/Offer Programmatic Professional Development and Family Learning Series

- Provide Strategic DEI Training for Staff (Leadership, Staff, Students, Families)
- Restorative Practices
- Help students "fail fast" and learn

Evaluate/Expand Curricula for a Rigorous and Responsive Educational Program

- Analyze curricular materials
- Review course offerings
- Review Special Education Referral Procedures and Develop Systemic Intervention Plans for all learners
- Incorporate varied assessment strategies

Ensure High Quality Tiered Student Support Systems

- Wellness Center
- Affinity Groups

Commitment Statement and Definitions

- LCUSD's Special Committee on Diversity, Equity, and Inclusion has ensured that its Commitment Statement and Definitions are congruent with its DEI objectives and strategies