

# Race & Educational Equity Report

April 20, 2021



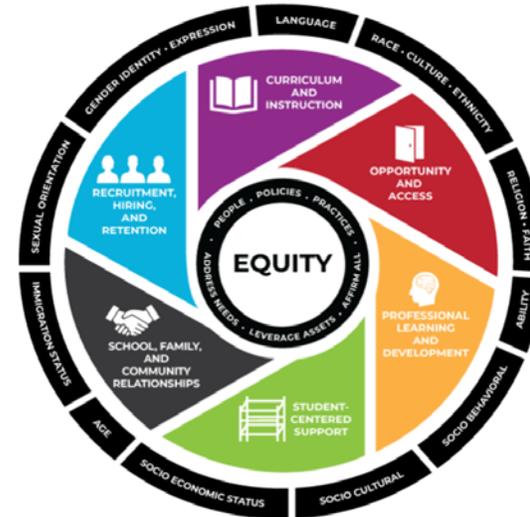
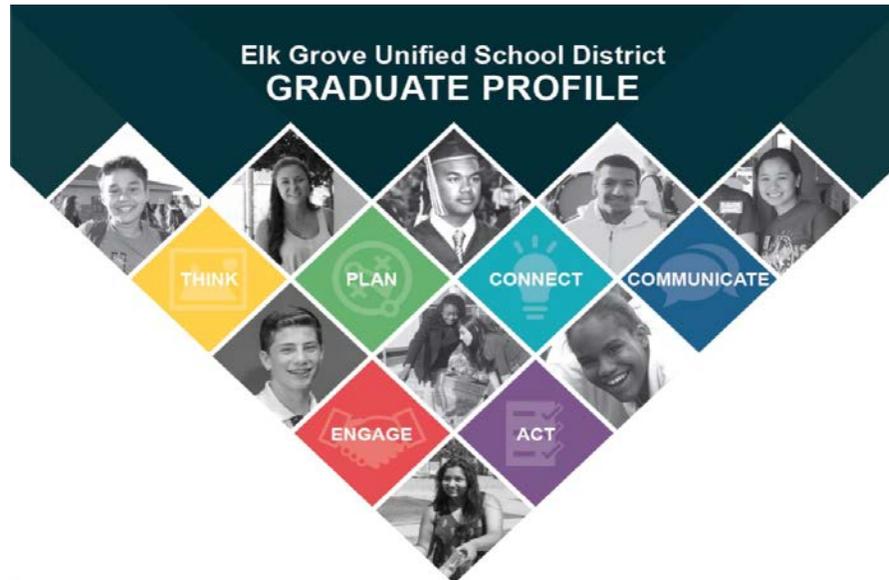
# Presentation

- Racial Justice update
- Families of Black Students United (FBSU)
- Newcomer/Refugee Supports
- Upcoming events



## 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

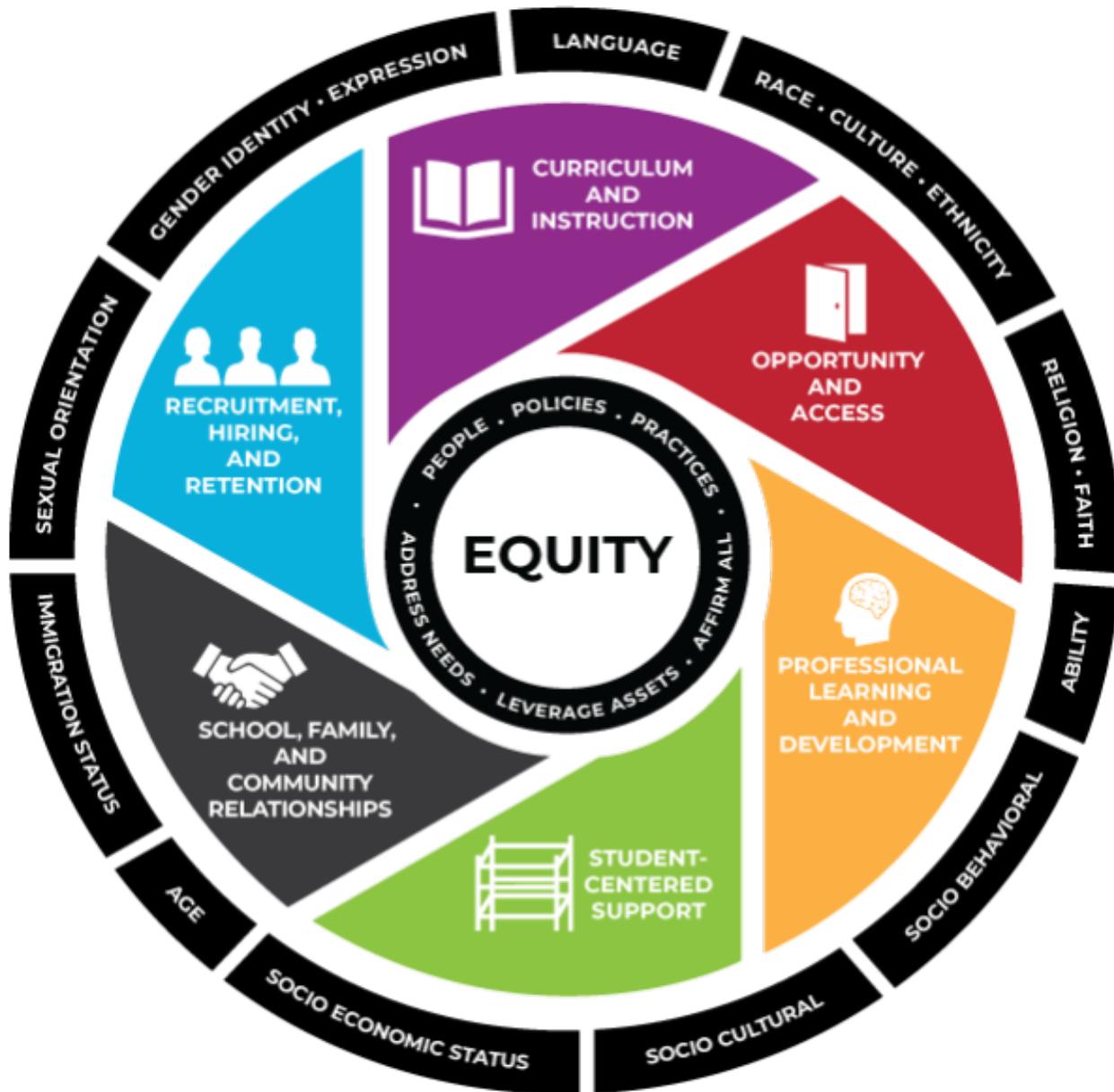
Educational equity is defined as both a **process** and an **outcome** (Putnam-Walkerly & Russell, 2016):

- 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.

# Equity Mission

We commit to addressing needs, leveraging assets, and affirming identities of all students:

- To **disrupt systems of oppression** so that identities do not become predictive of outcomes by transforming policies, practices, and mindsets that marginalize priority subgroups.
- To **close the achievement, opportunity, relationship, and expectation gaps** of priority subgroups by transforming the conditions creating those gaps.



# Equity Literacy

Source: [Equity Literacy Institute \(Gorski, 2020\)](#)

- A. Ability to **recognize** even the subtlest biases, inequities, and oppressive ideologies.
- B. Ability to **respond** to biases, inequities, and oppressive ideologies in the immediate term.
- C. Ability to **redress** biases, inequities, and oppressive ideologies in the long term by addressing their root causes.
- D. Ability to **actively cultivate** equitable, anti-oppressive ideologies and institutional cultures.
- E. Ability to **sustain** bias-free, equitable, and anti-oppressive classrooms, schools, ideologies, and institutional cultures.

# Racial Justice Action Plan Update

- Equity Foundation updates
- Upcoming events



# 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 Action Plan



# Diverse Libraries Project (Action 1B)

Diverse Collection in Secondary Libraries List

File Edit View Insert Format Data Tools Add-ons Help Last edit was made yesterday at 11:04 AM by Linda Kennedy

View only

	A	B	C	D	E	F	G	H	I	J	K	L
1	Title	Author	ISBN	Cost through Follett Titlewave	Author: Is the author representing the culture? #Own Voices	Fiction/Nonfiction	Date Written	Main character(s) or theme(s) relates to one of the following criteria in columns G- S:	Racial Identities; Indicate which race	Dis/Ability	Multilingual	Religion and Tradition
2	#Notyourprincess: Voices of Native Ame	edited by Lisa Charleyboy and Mary Beth Leatherdale	1-55451-958-6	\$17.36	Yes	Nonfiction	2017		Native American	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3	A Burning	Megha Majumdar	978-0-525-65869-6	\$22.52	Yes	Fiction	2020		Middle Eastern/Indian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	A Long Way Down	Jason Reynolds	978-1-48143825-4	\$22.99	Yes	Fiction	2017		African American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	A Pho Love Story	Loan Le	1-53444-193-X	\$17.39	Yes	Fiction	2021		Asian American	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6	All American Boys	Jason Reynolds & Brendan Kiely	978-1-51818-613-4	\$16.88	Yes	Fiction	2015		African American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	All American Muslim Girl	Nadine Jollie Courtney	978-0-374-30952-7	\$15.67	Yes	Fiction	2020		Middle Eastern/Indian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8	Almost American Girl	Robin Ha	978-0-06-268510-0	\$19.97	Yes	Fiction	2020		Asian American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Amal Unbound	Aisha Saeed	978-0-399-54468-2	\$15.67	Yes	Fiction	2018		Middle Eastern/Indian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10	Amari and the Night Brothers	BB Alston	0-06-297516-1	\$15.67	Yes	Fiction	2021		African American	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11	American Street	Ibi Zoboi	978-1-54906-699-3	\$16.86	Yes	Fiction	2017		African American	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12	Amina's Voice	Hena Khan	1-48149-206-3	\$15.67	Yes	Fiction	2017		Middle Eastern/Indian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

afican American | LGBTQ | Middle Eastern/Indian | Multiethnic | Diverse Ability | Mental Health | Proposed Texts | Explore

Screenshot of Diverse Library Review Sheet for Secondary Schools

# Diverse Libraries Project (Action 1B)



Adding more diversity tags to Destiny to support student searches

The screenshot displays a library catalog page for the book "The stars beneath our feet" by David Barclay Moore. The interface includes a navigation bar at the top with options like Home, Dashboard, Catalog, Circulation, Reports, Admin, and My Info. A search bar on the left shows the search results for "The stars beneath our feet". The main content area features the book's cover, title, author, call number (FIC Moore), and a brief synopsis. Below the book details, there are several "Explore!" sections with tags such as "View all similar titles in Titlewave", "Brothers -- Death -- Fiction", "LEGO toys -- Fiction", "Gangs -- Fiction", "African American voices", and "Social justice". The "Additional Info" section lists the book's format (hardcover), page count (254 pages), and ISBN numbers. The page also includes a sidebar with various library services and a footer with copyright information.



# Equity Leadership Institute

## Equity Leadership Institute 20-21 Cohort:

- CPL Secondary Math
- Cosumnes Oaks High
- Elk Grove High
- Franklin High
- Pleasant Grove High
- Valley High

## Epoch Education Online Modules:

- A. Compassionate Dialogue
- B. Thriving as a Racially Conscious Person
- C. Let's Talk about Race
- D. What is Implicit Bias & How Can We Address it?
- E. Equity Plan Development

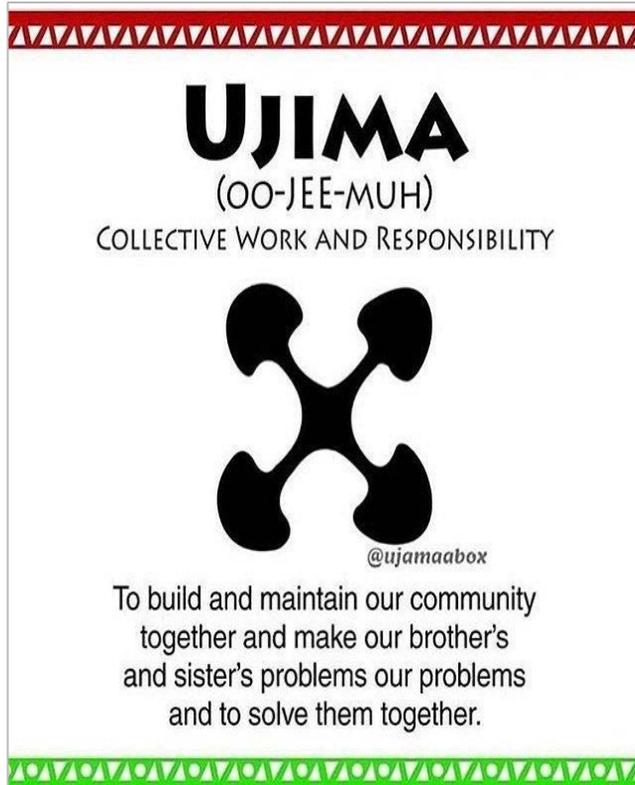
## Leadership Coaching from Ed Equity

### Leading for Equity Collaborative (LEC):

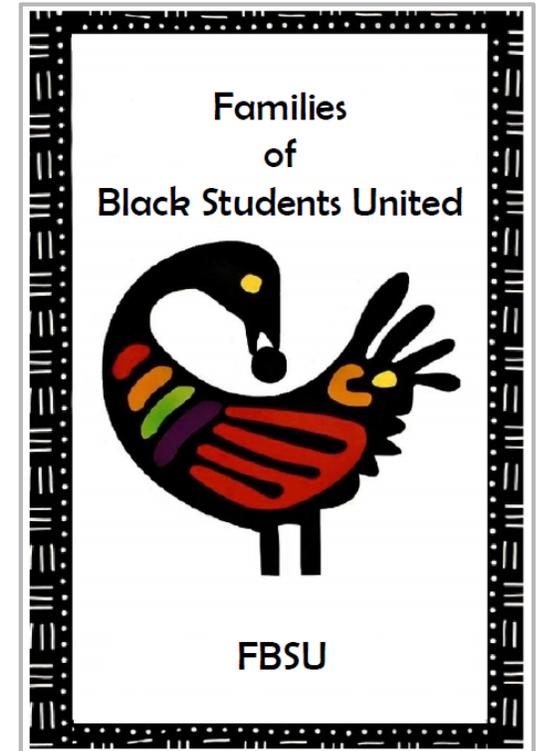
- Batey Elementary
- Cosumnes River Elementary
- McGarvey Elementary
- Pleasant Grove Elementary
- Sunrise Elementary
- Albiani Middle
- Foster Youth Services

# Families of Black Students United (FBSU)

# Families of Black Students United



- Community
- Connection
- Collaboration
- Capacity



# Newcomer/Refugee Supports



# Newcomer/Refugee Supports

- Tutoring
- Training: classified and certificated staff
- Welcome Centers: Florin High School and Samuel Jackman Middle School
- Saturday and evening classes: students and parents
- Courses
- Collaboration





# Additional Updates

- Dress code review progress
- Equity vision & coalition invitation in hiring packets
- Virtual recruitment
- Student Racial Justice Book Club: *The New Jim Crow*
- Staff Racial Justice Book Club: *Justice on Both Sides*

# Upcoming Events

- **Community Events**

- Community Equity Collaborative Gathering (April 27)
- Understanding Ramadan and Empowering Muslim Students (April 28)
- Equity Coalition Gathering (May 3)
- Standing Up Against Anti-Asian Hate (May 4)
- AAPI Heritage: Judo, Martial Arts, & Culture (May 10)
- AAPI Heritage Book Talk (May 12)
- AAPI Heritage: Polynesian Dance (TBD)
- Disability Advocacy Book Talk (May 19)

- **Staff Events**

- Understanding Muslim Students Workshop (April 20 and 22)
- Strengths-based Leadership for Equity Series (begins April 29)
- Preventing & Responding to Anti-Asian Bullying (May 5)

- **Racial Justice Task Forces**

- Racial Justice Speaker Series (April 19)
- District-wide Equity Events (April 23)
- Dress Code Review (April 26)
- Representation in Advanced Coursework (April 26 & May 17)
- Safe Black Space Campaign (April 30)
- Black Educators Network (May 4)

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