

Educational Equity in EGUSD

Introduction of the Educational Equity Department
Board of Education Meeting | February 1, 2022

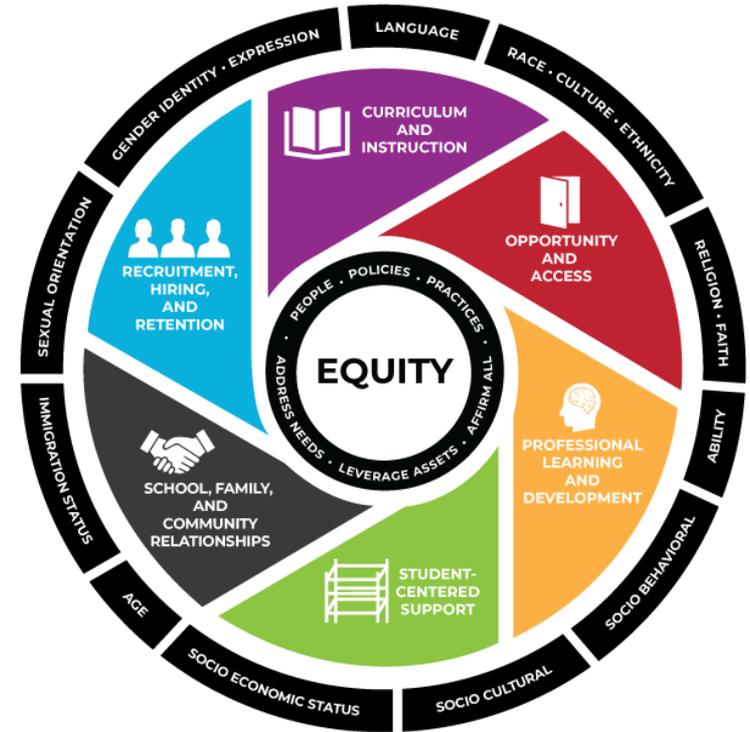


Educational Equity

Educational Equity Definition

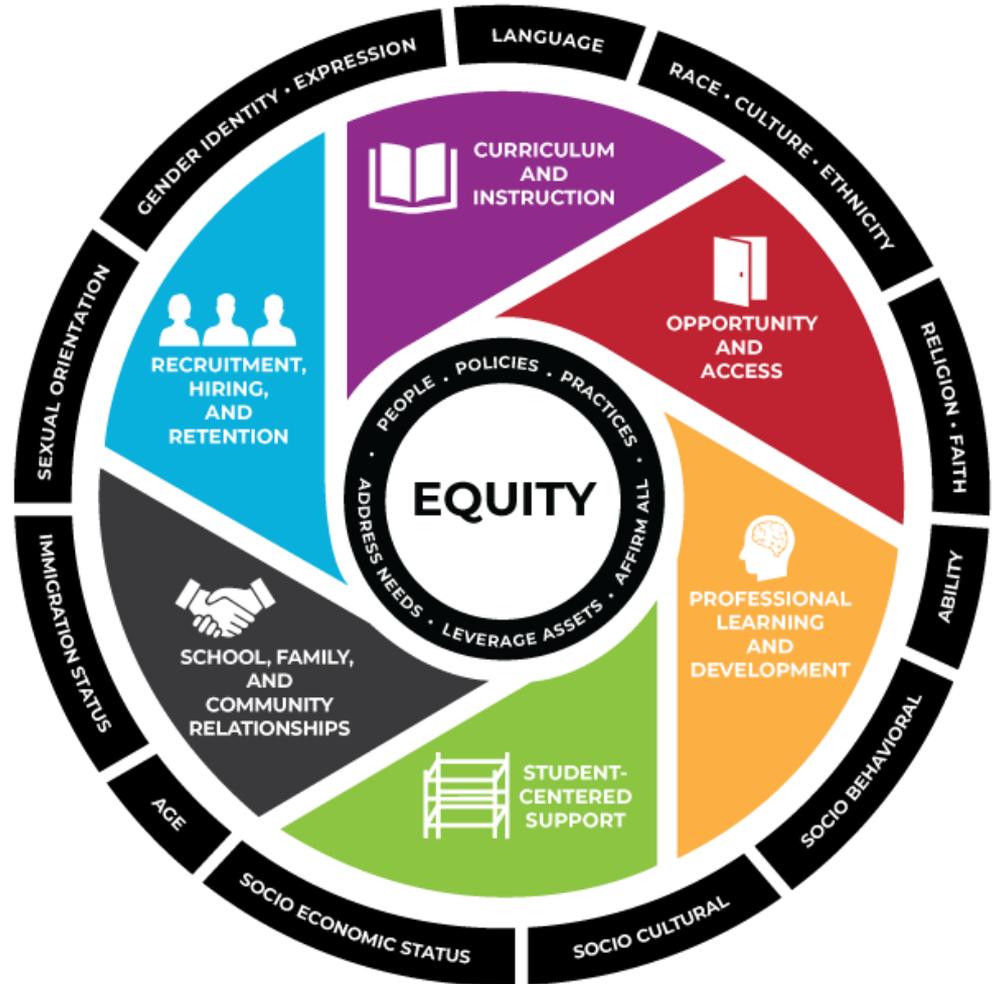
Educational equity is defined as both a process and an outcome (Putnam-Walkerly & Russell, 2016):

- 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 competent 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, gender, and socioeconomic status.



Educational Equity Framework

Address Needs
Leverage Assets
Affirm Identities





The EGUSD JEDI Way:
J - Justice
E - Equity
D - Diversity
I - Inclusion/Innovation

Educational Equity Department

AC³D: Advocacy – Coaching – Coordination – Collaboration – Development

Assumptions Driving the Development of Department Structure

- Organizing Theory: Targeted Universalism - <https://belonging.berkeley.edu/targeteduniversalism>
- Educational equity work requires a diverse team representing differing perspectives and specializations.
- Members of the Educational Equity Department serve as liaisons to other district departments, attending department meetings and collaborating on projects for other departments, so that educational equity department members are engaging with as many stakeholders as possible.

Equity Literacy (Gorski, 2021)

Recognize

Respond

Redress

Cultivate

Sustain

Educational Equity Department

Student & Staff Advocacy & Activism

*Equity & Workforce Diversity Program Specialist**
Melissa Pascoa

Staff

Program Educator, Student Equity Councils
Carrie Hang
*Resource Teacher, Ethnic Studies**

Programs

- Student Equity Councils
- Staff Affinity Groups
- CTE in Education Pipeline
- Hiring & Retention Partnerships

Targeted Equity Programs

*Targeted Equity Program Specialist**
Dr. Rosalyn Clark

Staff

Program Educator, Native American Education
Joshua Hoaglen
Program Educator, Black Excellence
Cory Burleson
Program Educator, Young Men of Color
Roberto Robles Jr.

Targeted Equity Programs

- BIPOC Programs: Native American Education; Black Excellence; Young Men of Color
- Title I Targeted Supports
- LGBTQIA+ Supports
- Immigrant Advocacy
- Other Prioritized Groups
- Critical Consciousness & Ethnic Studies
- Heritage/Culture/Diversity

Universal Equity Programs

*Universal Equity Program Specialist**
Diane Stevenson

Staff

*Equity Coaches (Instructional & Wellness)**
Beatriz Anguiano

Universal Equity Programs

- Restorative Practices
- Equity Literacy
- Culturally/Linguistically Responsiveness
- SEL & Equity

Department Coordination

*Educational Equity Director**
Dr. Mathew Espinosa

Staff

Administrative Assistant
Jessica Nieves
Program Assistant
Christina An
*Equity Research Analyst**

Programs

- Equity Reporting & Communications
- Equity Leadership Development
- Equity Research & Progress Monitoring
- Equity Stakeholder Gatherings
- Racial Justice Task Forces



Your Mission: Identify connections between you and the Equity Department

How many connections can you make?

EGUSD Equity Resource Site:
blogs.egusd.net/educational-equity

Join the Equity Coalition

The screenshot shows the top portion of the EGUSD Educational Equity website. At the top, there is a navigation bar with contact information: (916) 831-2041, EdEquity@egusd.net, and social media icons for Facebook, Twitter, and RSS. Below this is the EGUSD logo and the text "EDUCATIONAL EQUITY". A secondary navigation menu includes links for Home, Curriculum & Instruction, Opportunity & Access, Professional Learning, Student-Centered Support, Family & Community, Recruitment & Retention, and a highlighted "Join the Equity Coalition" link. The main content area features a large banner for "EGUSD CELEBRATES DR. MARTIN LUTHER KING JR. DAY" on "MONDAY, JANUARY 18". The banner includes the text "CELEBRATING OUR HERITAGE, BUILDING OUR FUTURE" and a call to action "EXPLORE EVENTS & ACTIVITIES" with a hand icon. The Elk Grove Unified School District logo is also present. Below the banner, there are three sections: "Who Are We?" with a description of the Office of Educational Equity (OEE), a red button for "Special: Antiracist Education Resources", and a purple button for "Special: Equity Resources for Distance Learning". To the right, there is a social media section titled "Follow @ElkGroveUnified #EGUSDequity for resources and updates:" and a tweet from SECC (@seccv) mentioning "This week's SEVA teacher of the week".

(916) 831-2041 EdEquity@egusd.net

ELK GROVE UNIFIED SCHOOL DISTRICT **EGUSD** EDUCATIONAL EQUITY

Home Curriculum & Instruction Opportunity & Access Professional Learning Student-Centered Support Family & Community Recruitment & Retention **Join the Equity Coalition**

EGUSD CELEBRATES DR. MARTIN LUTHER KING JR. DAY

MONDAY, JANUARY 18
CELEBRATING OUR HERITAGE,
BUILDING OUR FUTURE

EXPLORE EVENTS & ACTIVITIES

ELK GROVE UNIFIED SCHOOL DISTRICT
United School District

Who Are We?
The Office of Educational Equity (OEE) coordinates and manages equity-based work in the Elk Grove Unified School District. The OEE focuses on promoting equitable practices and decisions to increase the academic proficiency of

Special: Antiracist Education Resources

Special: Equity Resources for Distance Learning

Follow @ElkGroveUnified #EGUSDequity for resources and updates:

Tweets by @ElkGroveUnified

Elk Grove Unified Retweeted

SECC @seccv
This week's SEVA teacher of the week

sitting for platform.twitter.com...

Targeted Equity Programs

Targeted Equity Actions

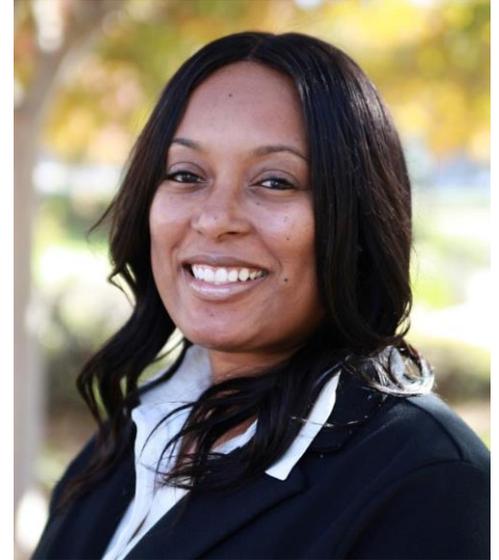
Contact: Dr. Rosalyn Clark

Liaison to:

- SIS
- FACE
- SSHS (youth development, immigrant protection, foster youth, SAFE Centers)
- Targeted community partners
- AVID

Equity Lead:

- Targeted equity programs (Native Education, Black Excellence, Young Men of Color)
- Racial justice/antiracist education
- EGUSD Safe Spaces for Black students
- Families for Black Students United (FBSU)
- BSU coordination
- Targeted equity student groups





Dr. Rosalyn Clark
Targeted Equity Program Specialist

Something Professional:

My dissertation at UC Davis was entitled, “Deconstructing Intersectionalities of Race, Class and Gendered Microaggressions.”

I began my professional career as a counselor, and quickly understood that equity barriers continue to persist for students throughout the high school through college pipeline.

Something Personal:

I enjoy involving my own daughter in Jack and Jill of America, Sacramento Chapter, and multiple extra-curricular activities.



Program Educator Native American Education

Contact: Joshua Hoaglen



- Native American Education program implementation
- Native American Education Program Parent Advisory Committee Lead
- Providing mentorship to Native students and families
- Consulting on targeted programs and projects for Native students and families





Joshua Hoaglen
Program Educator

Something Professional:

I have been the Program Educator for Native American Education for the past 3 years. During that time I have built and strengthened relationships with students and families by staying active in our community. I continue to promote higher education, suicide prevention, drug abuse prevention, and building healthy relationships through our traditional cultural teachings.

Something Personal:

I am Wailaki, Konkow, and Mono. I am a Round Valley tribal member and descendent of a boarding school survivor. I am a father of 4 and I love coaching sports, hiking, attending ceremony, and gardening. I am a grandfather and believe that laughter is the best medicine.

Program Educator
Targeted Equity Actions
(Black Excellence)

Contact: Cory Burleson



- Black Student Union support
- Coordinating other targeted equity programs for Black/African American students
- Providing mentorship to Black/African American students and families
- Consulting on targeted programs and projects for Black/African American students and families





Cory Angelique Burleson-Bayone
African American Excellence Program Educator

Something Professional:

Cory is a Program Educator that is joining the newly expanded Educational Equity Department of the Elk Grove Unified School District. She has been in education for 15+ years. She enjoys contributing to her community and is ready to make a difference in the lives of others with a focus on Black Excellence.

Something Personal:

On the weekends you can find Cory gardening in Oak Park, building community food share tables, acrylic painting, cooking, or playing the trumpet.

Program Educator
Young Men of Color
Contact: Roberto Robles



- Create progressive programming for our Young Men of Color
- Support in collecting data to help focus our resources
- Providing mentorship to young men of color from PreK - 12th Grade
- Collaborating with student organizations, clubs, and partnerships, like Improve Your Tomorrow

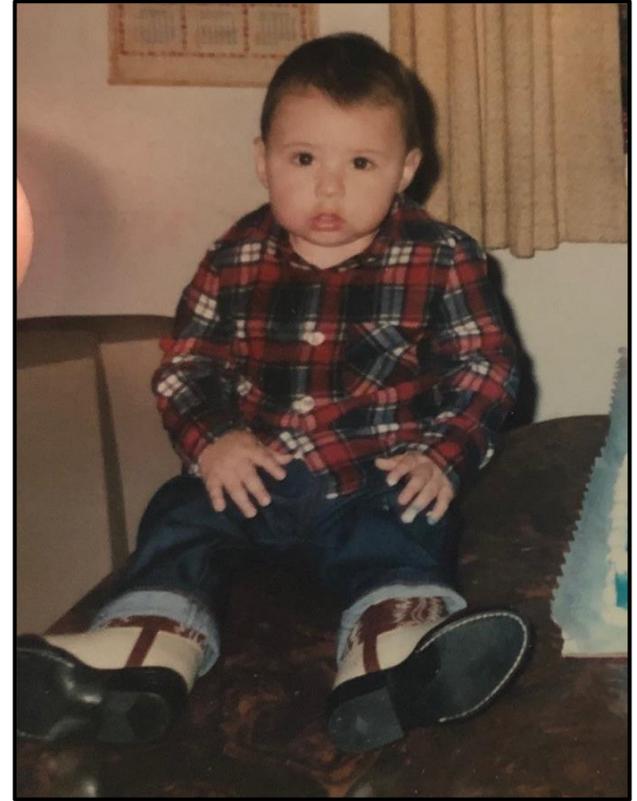


Something Professional:

Roberto is currently a Program Educator for Young Men of Color. The EGUSD chapter in his life's book began in the ASES Program at Charles Mack, then transitioned to the PreK department and now he resides in the Equity Department. He still has that new car smell in the department. He looks forward to expanding his understanding of the community, strengthening his professional and personal impact, and promoting growth.

Something Personal:

Roberto enjoys recess with friends, doodling, walking and talking, sharing talents, silly goosing, fun in the sun, and wandering.

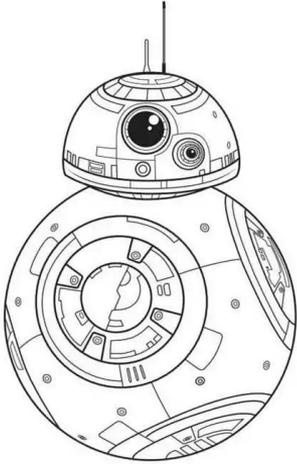


Roberto Robles
Program Educator for Young Men of Color

Universal Equity Programs

Universal Equity Actions

Contact: Diane Stevenson



Liaison to

- CPL & ELS (instructional coaches)
- Counseling
- Athletics
- VAPA
- SSHS
(MTSS, PBIS, SEL, Wellness Providers)
- Pre-K

Equity Lead

- Educator Equity Collaborative (EEC)
- Restorative Practices Task Force (RP)
- School Equity Grants
- Culturally & Linguistically Responsive Practices
- Equity Literacy Development





Diane Stevenson
Universal Equity Program Specialist

Something Professional:

I have been an educator for over 30 years! I have served in the roles of: teacher, coach, counselor and administrator!

Equity is my life's passion work, so I am incredibly grateful for the opportunity to serve in my current position!

Something Personal:

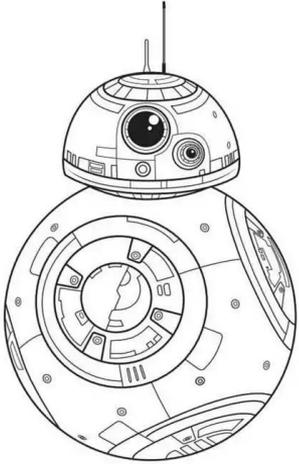
I am the proud mom of two amazing daughters!



The beach is my happy place...



Instructional Coaches Educational Equity & SEL Contact: Beatriz Anguiano



- Support for universal equity actions
- Development of Educational Equity and SEL instructional materials
- Curation and development of Educational Equity & SEL resources
- Support for SEL steering committee
- Professional Learning: Educational Equity, SEL, Restorative Justice Practices, and Culturally & Linguistically Responsive Practices
- Site-based support



Beatriz Anguiano
Equity Instructional Coach

Something Professional:

I have been an educator for the past 18 years (including student teaching). I taught Social Science and AVID. That was my dream job until the opportunity presented itself to join the Office of Educational Equity for which I am very thankful. As an English language learner and a first generation college student, I am passionate about expanding opportunities for all students, closing the opportunity gap, and supporting teachers.

Something Personal:

Something that makes me smile:

My nieces and nephews

Fun Fact:

I have run the Urban Cow half marathon seven times.



Equity & Workforce Diversity

Program Specialist Equity & Workforce Diversity

Contact: Melissa Pascoa

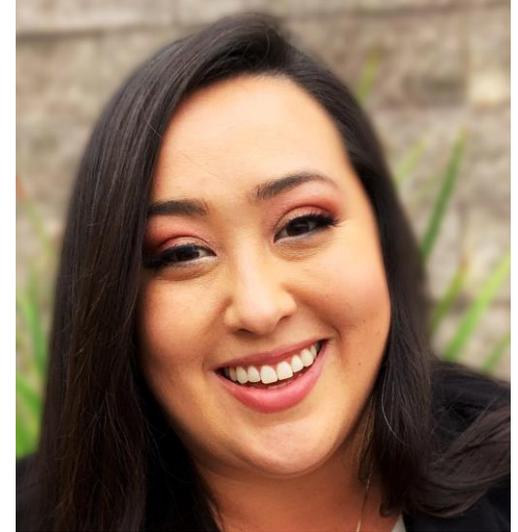


Liaison to:

- DAC/DELAC
- Human Resources

Equity Lead:

- Student Equity Council
- Targeted District Recruitment
- Equity Audit of Hiring Practices
- Staff Retention
- Future Educators Initiatives
- Critical Consciousness Efforts
- BEN (Black Educators Network)
- Student Resource Pop-Ups





Melissa Pascoa

Equity & Workforce Diversity Program Specialist

Something Professional:

My journey in education has taken me to a variety of settings across the country: from Seattle, to Detroit, to New Orleans, and back to the 916. Through it all, I have discovered a professional passion for early career teacher experiences, multilingual learners and representation for students and staff alike .

Something Personal:

I have recently gone down the rabbit hole with family ancestry research. As a multiracial adoptee, this has been an incredibly special and fulfilling experience.

On a lighter note, I love Pacific reggae, spin class, and ramen.

Program Educator
Workforce Diversity
Contact: Carrie Hang



- Student Equity Councils
- Advocacy for Student Voice in Leadership
- Supporting Youth Advocacy and Leadership Development





Carrie Hang
Program Educator

Something Professional:

For the past two years, I have been an advocate for health equity in the nonprofit world, and I worked with high schools from San Joaquin, Merced, and Fresno counties to develop a college and career-ready workforce. During this time, I discovered a newfound passion for empowering youth to recognize their potential!

Something Personal:

I enjoy bullet journaling and going on road trips!

Equity Department Administration



Dr. Mathew Espinosa
Director, Educational Equity

Something Professional:

- Worked in schools in Hong Kong, Santiago de Chile, Nashville, Honolulu, San Diego, San José and Sacramento before Elk Grove.
- Ask me about:
 - EGUSD Equity Vision & Work
 - JEDI (Justice, Equity, Diversity, & Innovation) Way
 - Strengths-based Leadership
 - Multilingual Education & Bilingual Immersion

Something Personal:

- Ask me about:
 - Movies & Oscar Predictions
 - Parenting a basset hound
 - Theater & Acting
 - Living in Hawaii



Jessica Nieves
Administrative Assistant

Something Professional:

I was a student with EGUSD for 12 years; I've been serving EGUSD as an employee for 9 years !

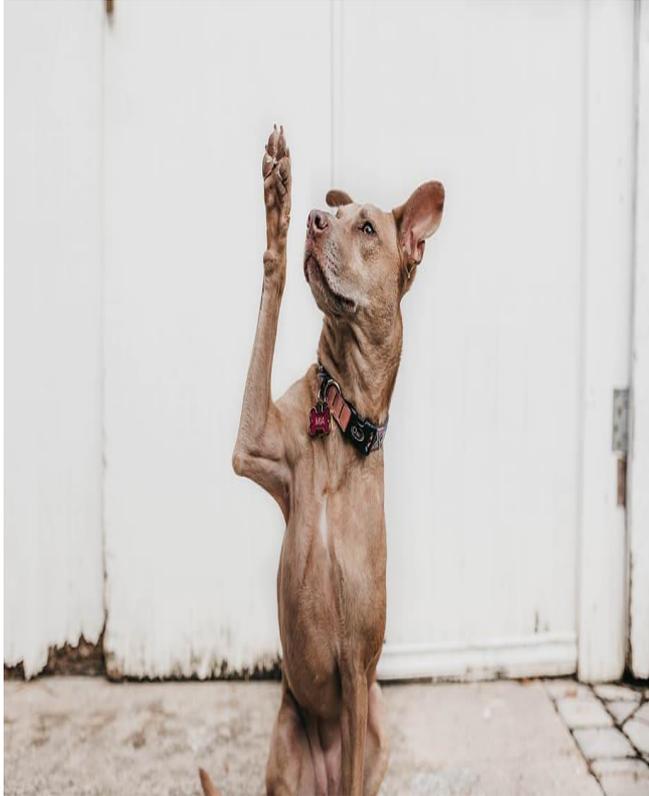


Something Personal:

I'm a mom; my son quickly changed from Jack Jack (the baby in the movie, *The Incredibles*) into Stitch (from the movie, *Lilo & Stitch*).
Send help!



Can You Relate?



**Raise your hand
if you can relate to:**



Enjoy
cooking.





Enjoy bullet journaling.





The beach is
your happy
place.

