



Human Relations Council

June 15, 2021
Update to the DUSD Board of Education





Downey Unified
SCHOOL DISTRICT

Unified in **Safety**

Unified in **Respect** | Unified in **Kindness**



Agenda

Agreements & Purpose
Review

Timeline
April 2020 - Present

Writing Team
Equity Plan Progress
Draft Goals

Moving Forward

Questions



Purpose

Develop an **equity plan** that supports and provides resources to improve our Downey Unified School District practices in acknowledging and addressing issues of **safety, inequality, discrimination, accountability** and **systemic racism** within our school system and community.



Commitments

1. **Create safe spaces** for students to voice their concerns and seek support
2. **Engage stakeholders** in the process of developing and implementing the equity plan
3. Establish spaces for **ongoing professional development** for all staff
4. Establish **progress monitoring** protocols



HRC Timeline: Where Have We Been?

Early June

Students made us **aware** of the systemic issues and safety concerns they encountered; **Staff reached** out to Dr. Garcia following initial communication; **Dr. G established** HRC Steering Committee

June 2020

6/12, 6/16, 6/25

Steering Committee **formalized** HRC Purpose and Commitments; Agreed to **stakeholder meetings** for data gathering and input

July

7/7 & 7/13

Steering Committee formalized logistics for Listening sessions; **Data collection:** Student listening sessions

July

7/21, 7/22, 7/28

Steering Committee formalized logistics for Listening sessions; **Data collection:** Student listening sessions

August

8/5

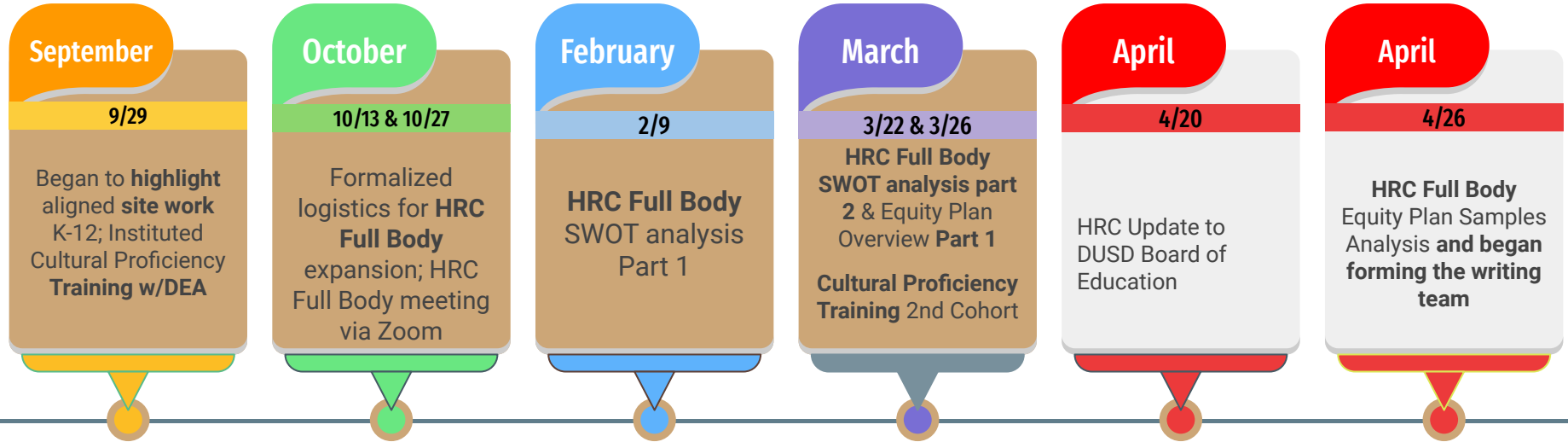
Data collection and **analysis of major themes** from student listening sessions. **Break for start of school year.**

September

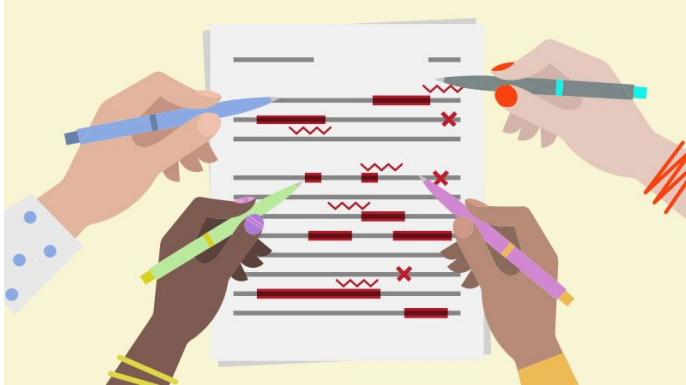
9/17

Formalized **HRC expansion** plans; Discussions on Cultural Proficiency Training

Where Have We Been?



Meet our HRC Writing Team



- Cesar Armendariz
 - Dr. Rani Bertsch
 - Dr. Charlotte Evenson - Lead Writer
 - Golden Fowler
 - Melissa Minahan
 - Adrian Quintero
 - Jennifer Robbins
 - Dr. Cassie Villa - Lead Writer
 - Jeanetta Wolfe
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The Writing Process

May 2021

- **May 03** - Writing Team met to determine process of writing goals
- Writing Team compared and coded the data gathered from the analysis done by the larger HRC body after reviewing the sample equity plans.
- **May 08** - Writing Team created 5 draft goals that aligned to the HRC's purpose and commitments and the data gathered through the analysis of the larger HRC body.
- **May 10** - Draft goals were presented to the larger HRC body. Feedback and input were gathered on each goal and to further refine goals.
- **May 18** - Writing Team met to plan next steps to drafting the equity plan
- **June 30** - Larger HRC body meeting to review progress of draft equity plan

Ongoing

- Lead Writers will draft an equity plan based on feedback from the Board of Education and the larger HRC

Future

- Draft Equity Plan will be presented to all stakeholder groups for further feedback



Draft Goals:

Goals	Content	Writing Subgroup
Goal 1	DUSD will implement practices addressing diversity, equity, justice and inclusion for all stakeholders.	Lead: Adrian Quintero
Goal 2	DUSD will establish learning structures and teaching practices that support and are inclusive of diverse learners and community partnerships.	Leads: Melissa Minahan, Jeanetta Wolfe & Rani Bertsch, Jennifer Robbins
Goal 3	DUSD will continually identify underserved populations and implement targeted whole-child supports.	Leads: Cesar Armendariz & Charlotte Evensen
Goal 4	DUSD will gather actionable data from student experiences and educational achievements with the purpose of establishing benchmarks and reporting on the districts' status regarding diversity, equity, justice and inclusion.	Lead: Cassie Villa
Goal 5	DUSD will build a process for notifying all stakeholders of their rights and establish a reporting system for personal and systemic grievances.	Lead: Golden Fowler

Questions?

“When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and a better organization.”

Pat Wadors