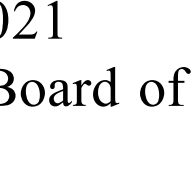




Human Relations Council

November 02, 2021
Update to the DUSD Board of
Education





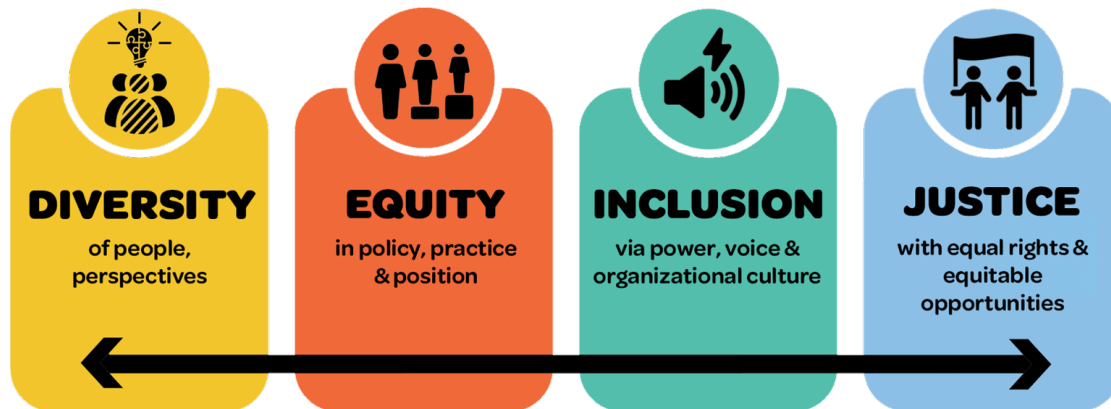
Downey Unified
SCHOOL DISTRICT

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



Agenda

- 1 **Agreements & Purpose**
Review
- 2 **Timeline**
June 2020 - Present
- 3 **Writing Team**
Equity Plan
Draft Progress
- 4 **Moving Forward**
Refining
Stakeholder
Engagement
- 5 **Questions & Feedback**



Board Goal #6

Develop and begin implementation of an equity plan that supports and provides resources to improve our practices in acknowledging and addressing issues of diversity, equity and inclusion.



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



Meet our HRC Lead Writing Team



- Dr. Charlotte Evensen
- Dr. Cassie Villa
- Melissa Minahan



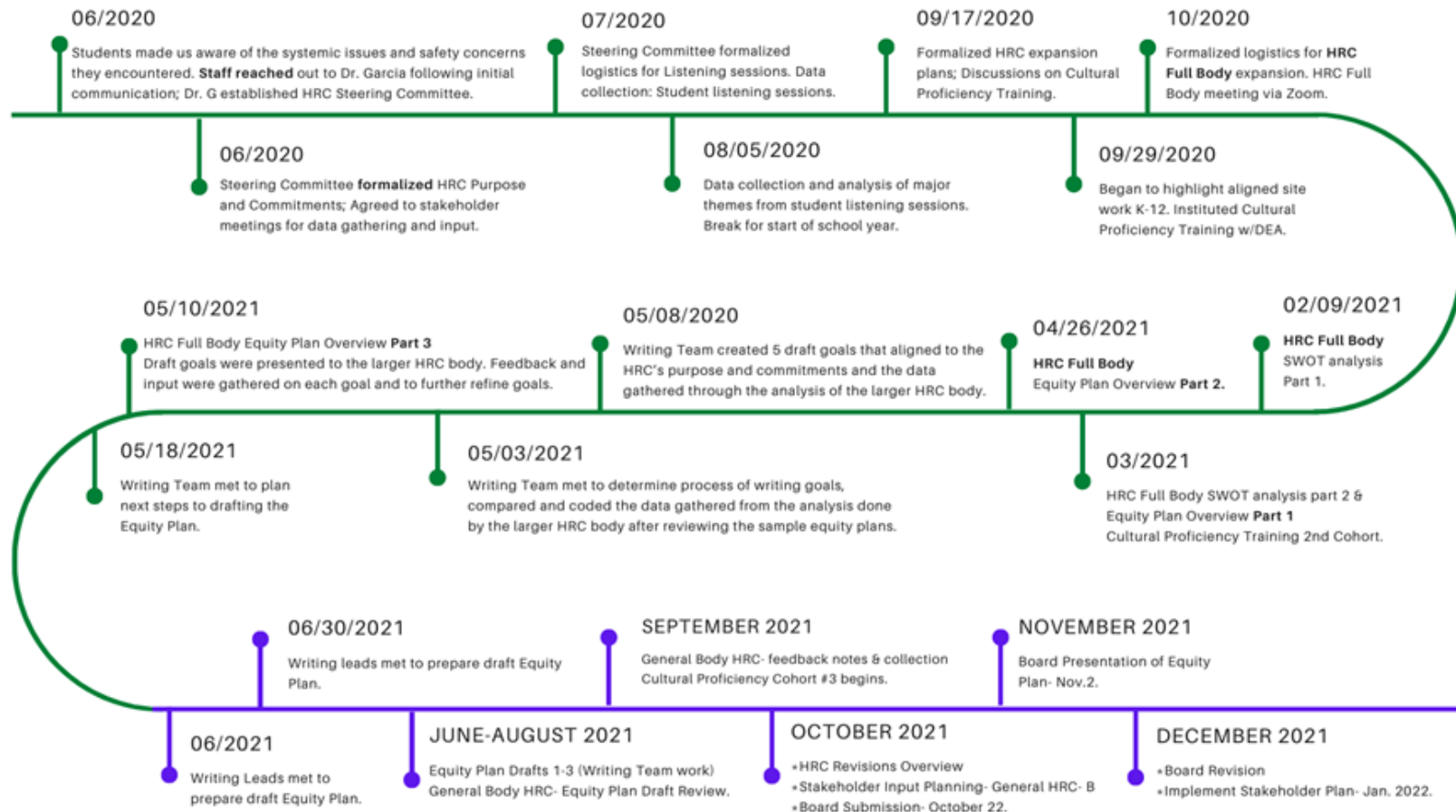
HRC Equity Plan Goals & Time

Dr. Cassandra Villa

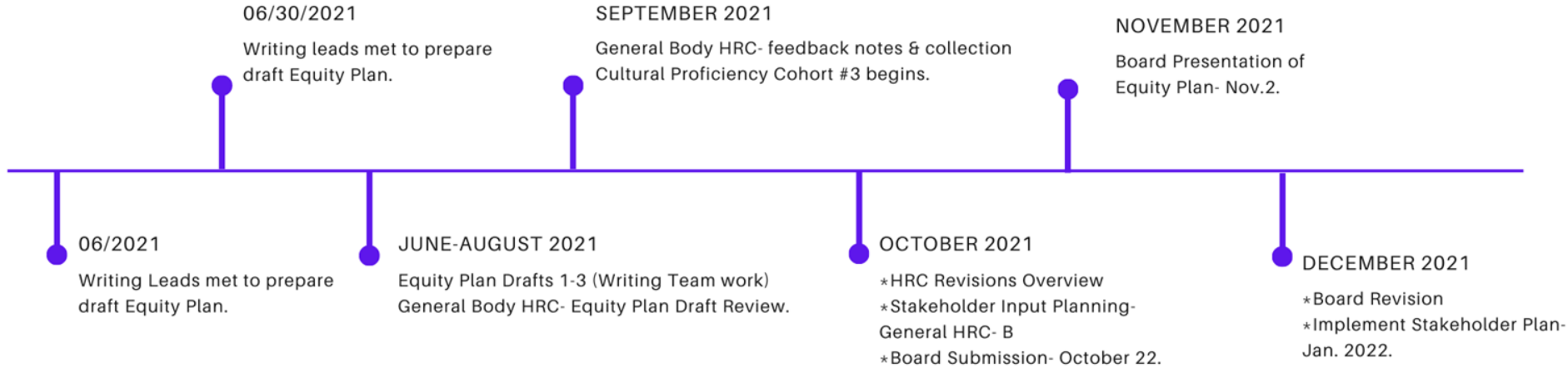


Equity Plan Goals:

Goals	Content
Goal 1	DUSD will implement practices addressing diversity, equity, justice and inclusion for all students, staff, and families.
Goal 2	DUSD will establish learning structures and teaching practices that support and are inclusive of diverse learners as well as strengthen community partnerships.
Goal 3	DUSD will continually identify underserved populations and implement targeted whole -child supports.
Goal 4	DUSD will gather actionable data from student experiences and educational achievements with the purpose of establishing benchmarks and reporting on the District' status regarding diversity, equity, inclusion, and safety.
Goal 5	DUSD will establish systems of accountability that create transparency.



HRC TIMELINE





Draft Equity Plan- Writing Cycles

Dr. Charlotte Evensen



Draft Equity Plan Process - May- Oct. 2021

Cycle 1: Board Meeting April 20

- **May 03** - Writing Team met to determine process of writing goals.
 - HRC general body reviewed sample equity and provided input on DUSD Equity Plan
 - Writing team completed analysis input data
- **May 08** - Writing Team created 5 draft DUSD equity goals
 - Aligned to the HRC's purpose and commitments
 - Data gathered through the analysis of the larger HRC body
- **May 10** - Draft goals presented to the larger HRC body. Feedback and input collection
- **May 18** - Writing team drafting the proposed equity plan
- **June 30** - Larger HRC body meeting to review progress of draft equity plan

Cycle 2: Board Meeting June 15

- Gather Stakeholder Engagement Input from larger HRC body to develop engagement plan
- Lead Writers will draft an equity plan based on feedback from the Board of Education and the larger HRC

Cycle 3: Board Meeting - Tuesday, November 2

Future

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



Draft Equity Plan Process - May- Oct. 2021

Cycle 1: Board Meeting April 20

May 03 - Writing Team met to determine process of writing goals.

- HRC general body reviewed sample equity and provided input on DUSD Equity Plan
- Writing team completed analysis input data

May 08 - Writing Team created 5 draft DUSD equity goals

- Aligned to the HRC's purpose and commitments
- Data gathered through the analysis of the larger HRC body

May 10 - Draft goals presented to the larger HRC body. Feedback and input collection

May 18 - Writing team drafting the proposed equity plan

June 30 - Larger HRC body meeting to review progress of draft equity plan



Draft Equity Plan Process - May- Oct. 2021

Cycle 2: Board Meeting June 15

June 30 - Larger HRC review draft equity plan

- Writing team refinement based on feedback
- July- Sept- HRC General Body input on draft plan
- Writing Team Refinement
- October 12 - HRC General Body input on Stakeholder Engagement
- Writing team refinement



Draft Equity Plan Process - May- Oct. 2021

Cycle 3: Board Meeting - Tuesday, November 2

- Gather feedback and input from DUSD Board members
- Writing Team Refinement

Nov -December 2021

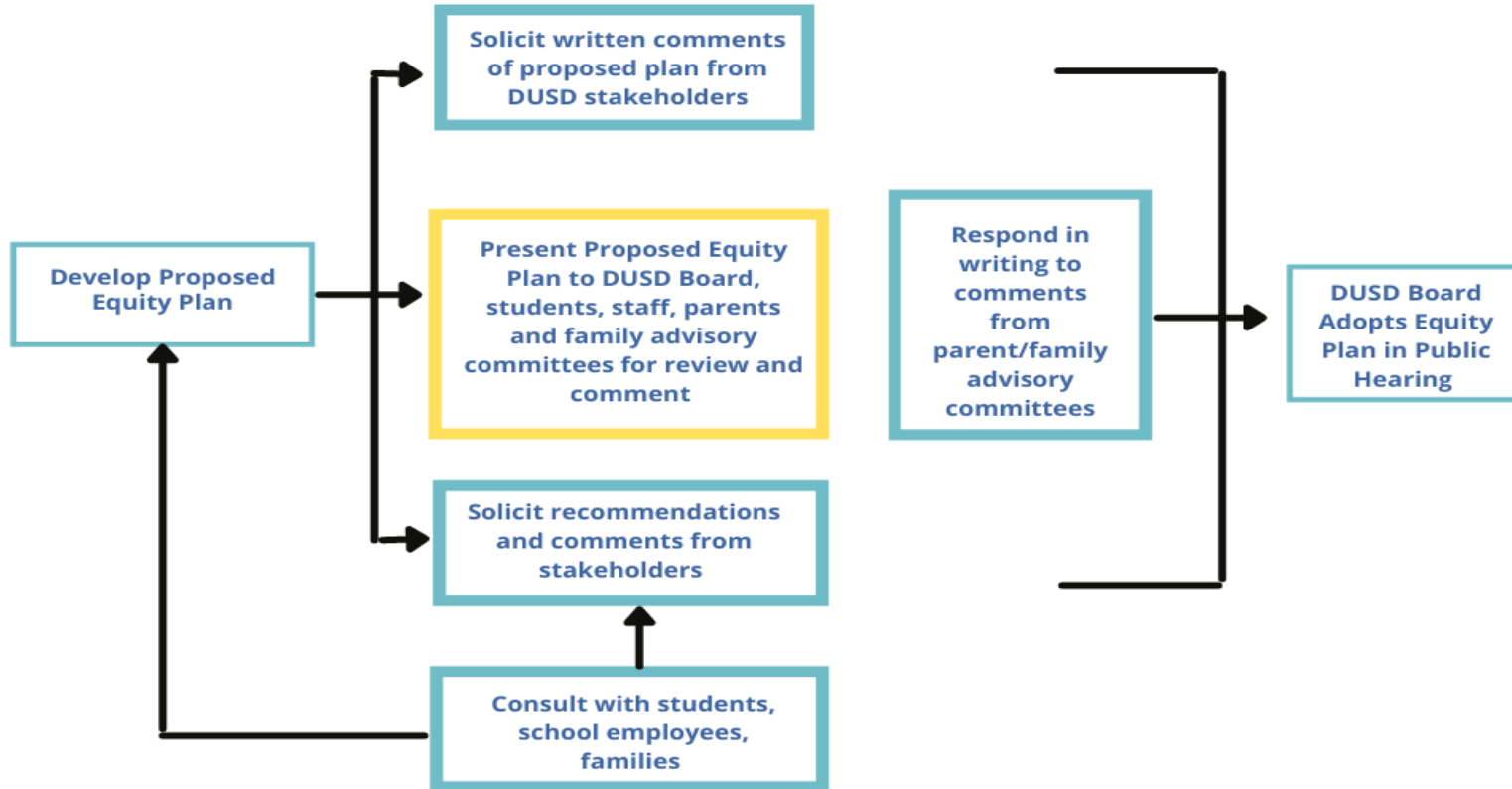
- Stakeholder Engagement Plan part 2

January 2022

- Soliciting feedback from students, staff, and families on the proposed equity plan



DUSD STAKEHOLDER ENGAGEMENT PLAN



“ In Diversity is Beauty and Strength ”

Maya Angelou

Questions?