



Human Relations Council

June 07, 2022
Update to the DUSD Board of Education





Downey Unified
SCHOOL DISTRICT

Unified in **Safety**

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



Agenda

1

**Review
Today's
Goals**

2

Timeline
June 2020 -
Present

3

Writing Team
Equity Plan
Draft Progress

4

Moving Forward
Refining Key
Partners,
Engagement

5

**Questions &
Feedback**



Board Presentation Goal

Provide an update to the Board of Education
on Downey Unified School District's
DRAFT Equity Plan Progress

Board Goal # 6

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



HRC 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.



HRC Members

Jennifer Alvarez
Cesar Armendariz
Dr. Rani Bertsch
Susan DeMatta
Lilly Estrada
Dr. Charlotte Evensen
Golden Fowler
Dr. John Garcia
Ashley Greaney
Annabel Guerrero
David Hedden
Esther Jeong
Ebony Jordan
Karen Korduner

Edward Lara
Lourdes Martinez
Lizzette Mendoza
Melissa Minahan
Alyda Mir
Janet Munoz
Adrian Quintero
Jennifer Robbins
Alex Rocha
Laura Rojas
Sara Rowe
Stephanie Sanchez
Dr. Cassandra Villa
Michael Williams
Jeanetta Wolfe



HRC Commitments

1. **Create safe spaces** for students to voice their concerns and seek support
2. **Engage equity partners** 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. Cassandra Villa





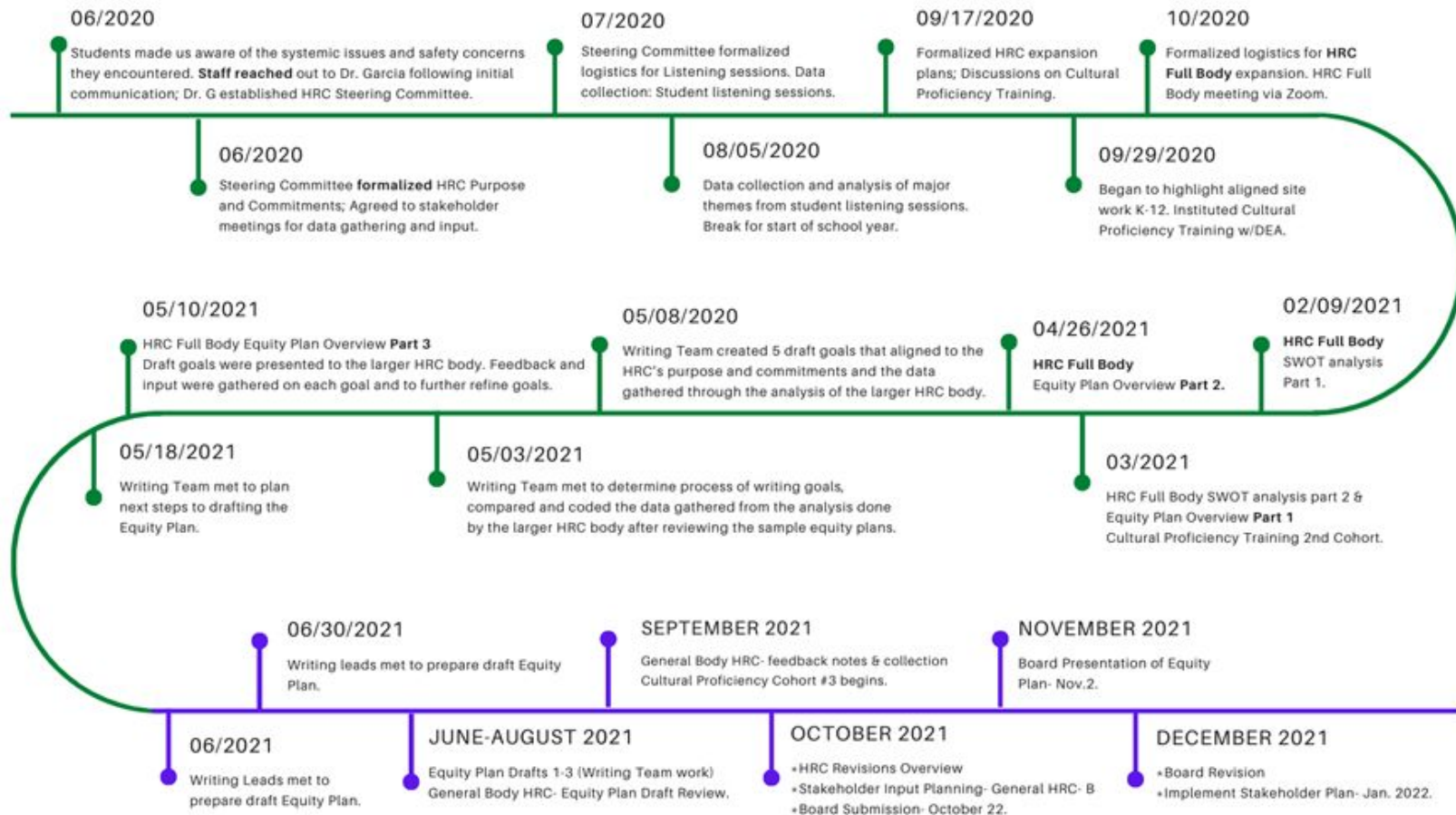
HRC DRAFT Equity Plan Goals & Timeline

Dr. Cassandra Villa

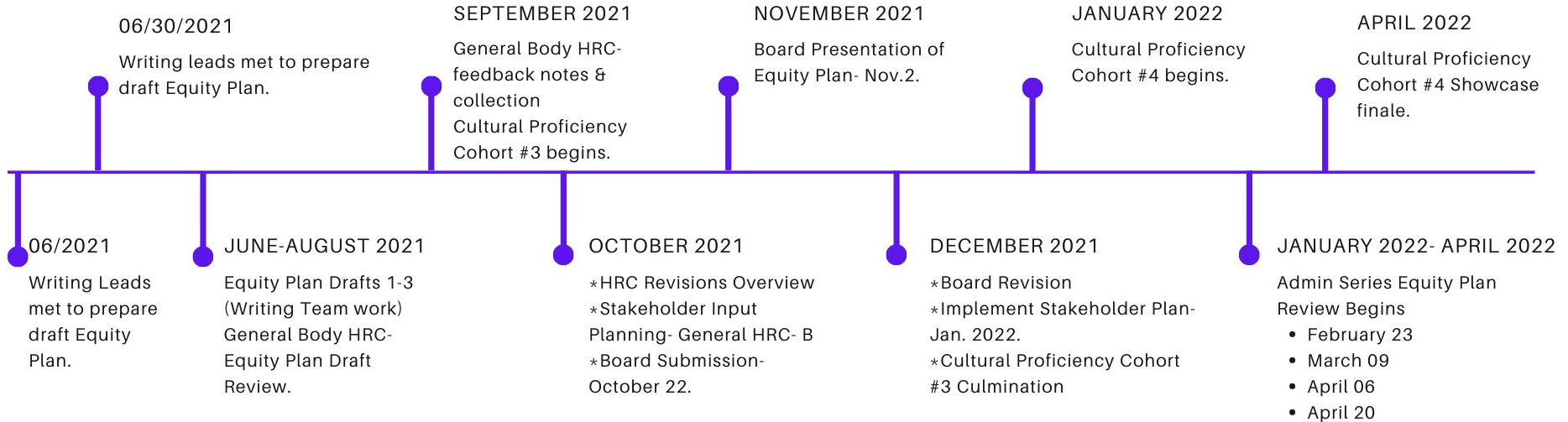


Draft Equity Plan Goals:

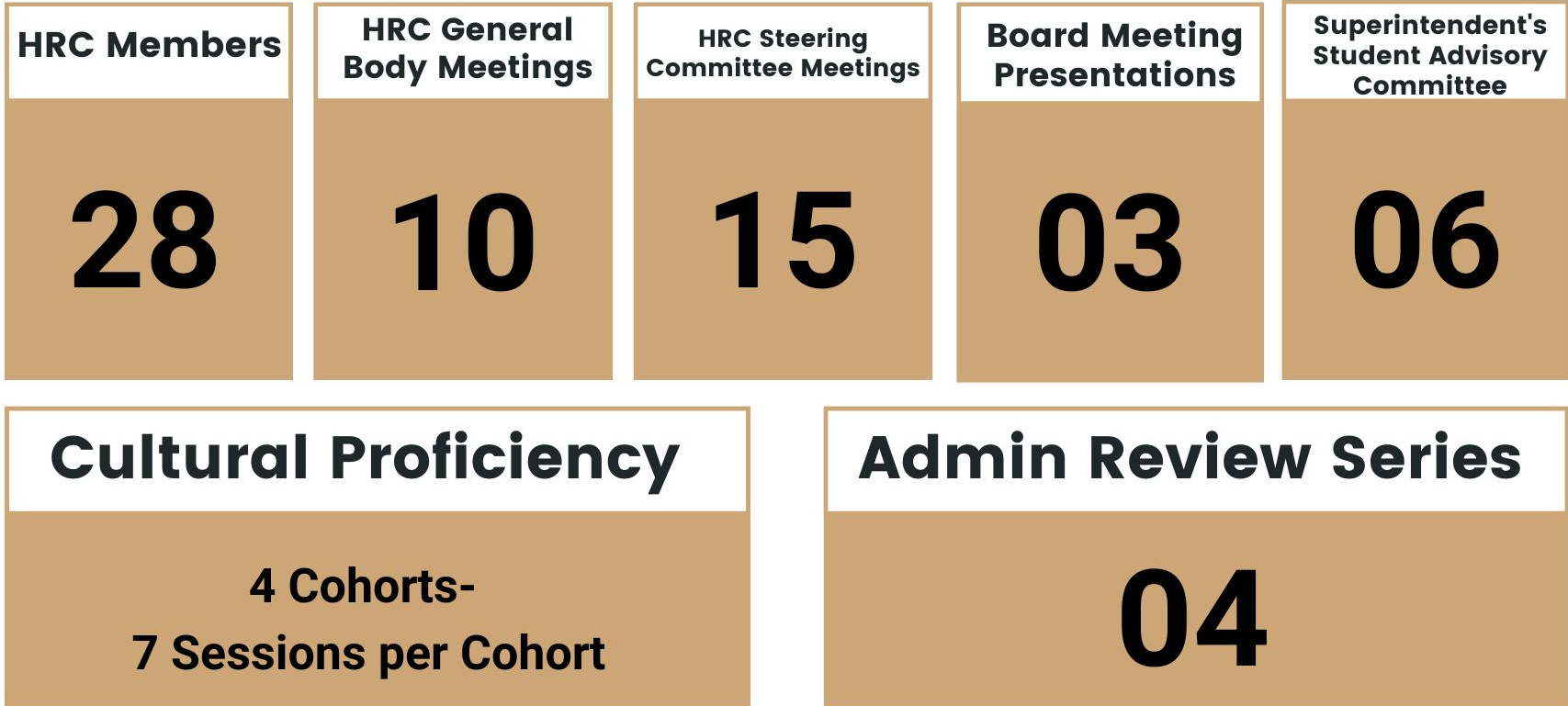
DUSD DRAFT Equity Plan Goals	
Goal 1	DUSD will implement practices addressing diversity, equity, justice and inclusion for all students, staff, and families.
Goal 2	DUSD will establish learning structures and teaching practices that support and are inclusive of diverse learners as well as strengthen 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



Human Relations Council Data





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.
- **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- 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 Equity Partners' Engagement
- Writing team refinement



Draft Equity Plan Process - Nov. 2021-Present

Cycle 3: Board Meeting- November 2

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

Nov-December 2021

- Equity Partner Engagement Plan part 2
- Writing Team Refinement



Draft Equity Plan Process - Nov. 2021-Present

Cycle 3: Board Meeting- November 2

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

Fall Semester 2021

- Soliciting feedback from students
- Formation of Superintendent's Student Advisory Committee

Feb-April 2022

- Rolling out 4-Part Administrator Equity Plan Review

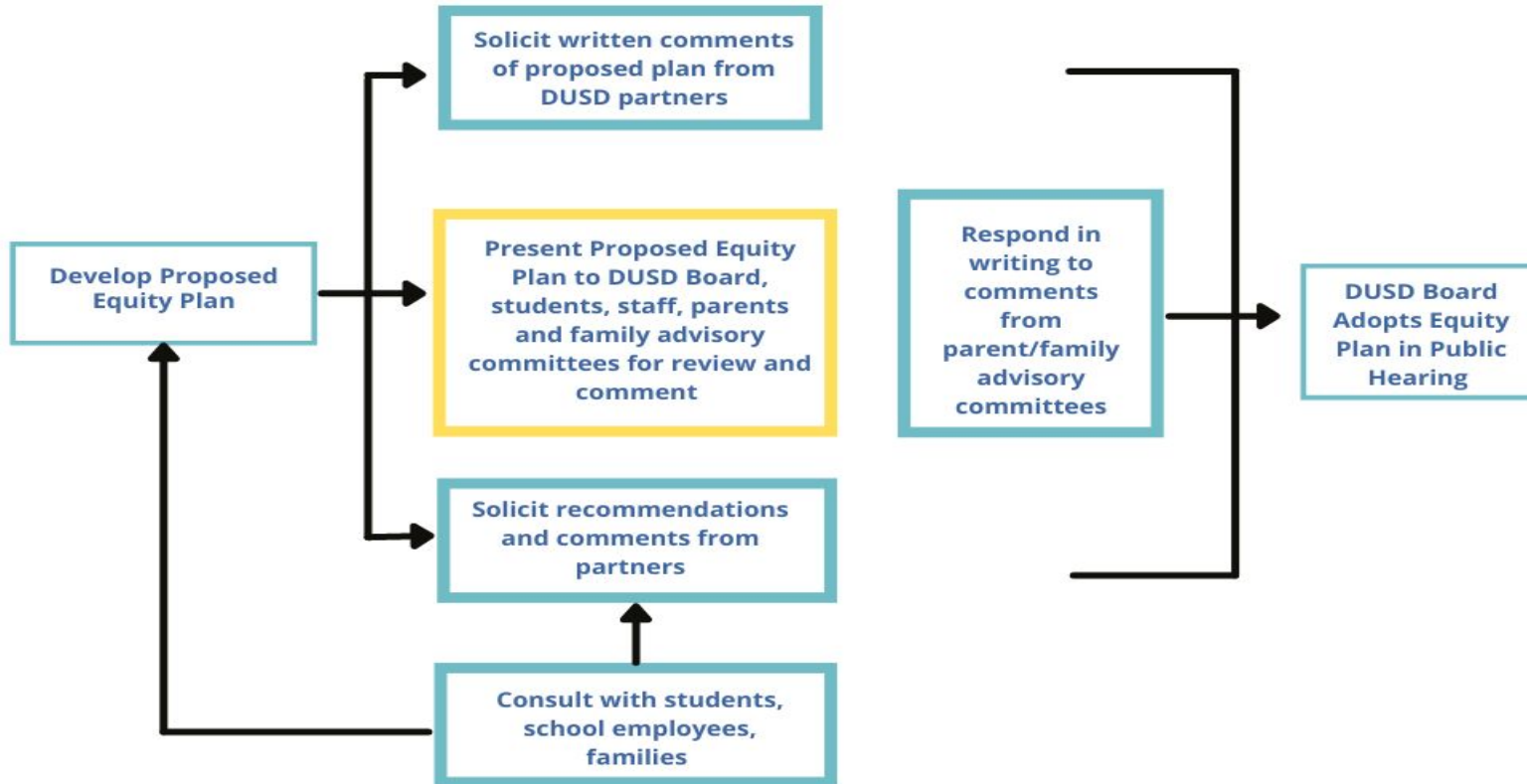




Engaging Our Equity Partners Moving Forward...



DUSD EQUITY PARTNER ENGAGEMENT PLAN



Overarching Series Objectives: DUSD Equity Plan Admin Review Series

01

Building Relational Capacity &
Set the context of the DUSD
Equity Plan

02

Build understanding of the
DUSD equity plan and equity
goals

03

Build collaboration and collect
feedback

04

Build processes for rolling out
the equity plan to their sites

Upcoming Meetings

- February 23
- March 09
- April 06
- April 20

Engaging Our Equity Partners

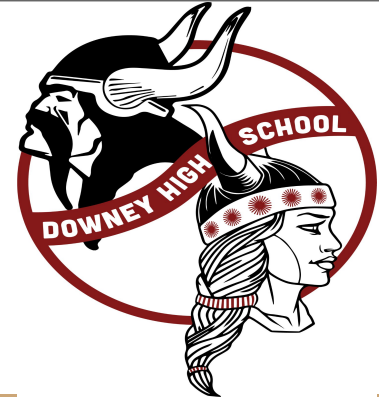


Admin. Sessions Feedback- Reflection Form Snapshot from Session #3:

Total Reflections: 46

Themes	# of Responses
Roll out/implementation of the plan	21
Solid Plan/well written/thoughtful/good foundation	18
Need time and resources to dive into the plan, train teachers, have conversations, and establish buy-in	15
Defining terms and establishing common language	10
Build on the resources and programs we already have.	10

Superintendent Student Advisory Committee (SSAC)



SSAC Member Remarks

In Attendance:

- Brandon Altamirano
Class of '22, WHS
- Mikaela Cruz
11th grade, DHS
- Armando Ramirez
11th grade, DHS

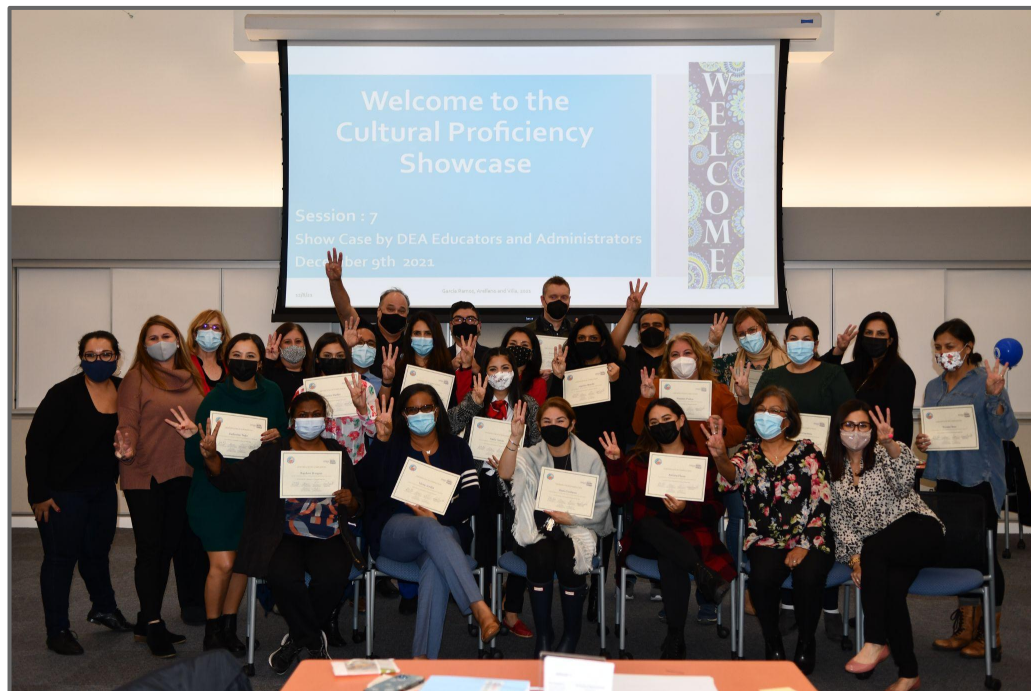
- Participation in the SSAC
- Reflection on DUSD
Equity Work
- Sharing hopes for equity
work in DUSD

SSAC Student Feedback

Why is this work important to you as students?



Cultural Proficiency Context



HRC Member Remarks:

How does this work connect tangibly to the sites?

In attendance:

- Golden Fowler (Downey High School)
- Karen Korduner (Stauffer Middle School)
- Sara Rowe (Gallatin Elementary School)

HRC Work Reflection Points:

- The process of drafting the Equity Plan
- Reflections on what we have achieved from June 2021- May 2022
- Sharing hopes for ongoing HRC work

Next Steps

- ❑ **June 21:** Submit completed revision of DUSD Equity Plan 2022 to the Board
- ❑ **2022- 2023:** HRC Listening Tour
 - ❑ Complete Administrator Feedback Cycles
 - ❑ Gather Input from DUSD school Sites (includes students, staff, teachers, families)
- ❑ **March 2023:** DUSD Equity Plan Year 1 Revisions
- ❑ **June 2023:** Include HRC Equity Plan Annual Report Updates

“ This is the true meaning of equity – acknowledging students’ differences and giving them what they need to be successful. It also means staying focused on outcomes, both academic and developmental. ”

Dr. Pedro Noguera

Questions?