



Human Relations Council Equity Plan and Superintendent's Student Advisory Committee **UPDATE**

Dr. Rani Bertsch
Dr. Cassandra Villa
Ashley Catanzano

Tuesday, June 13, 2023



Our DUSD Vision

All students graduate with a 21st Century education that ensures they are college and career ready, globally competitive, and citizens of strong character.



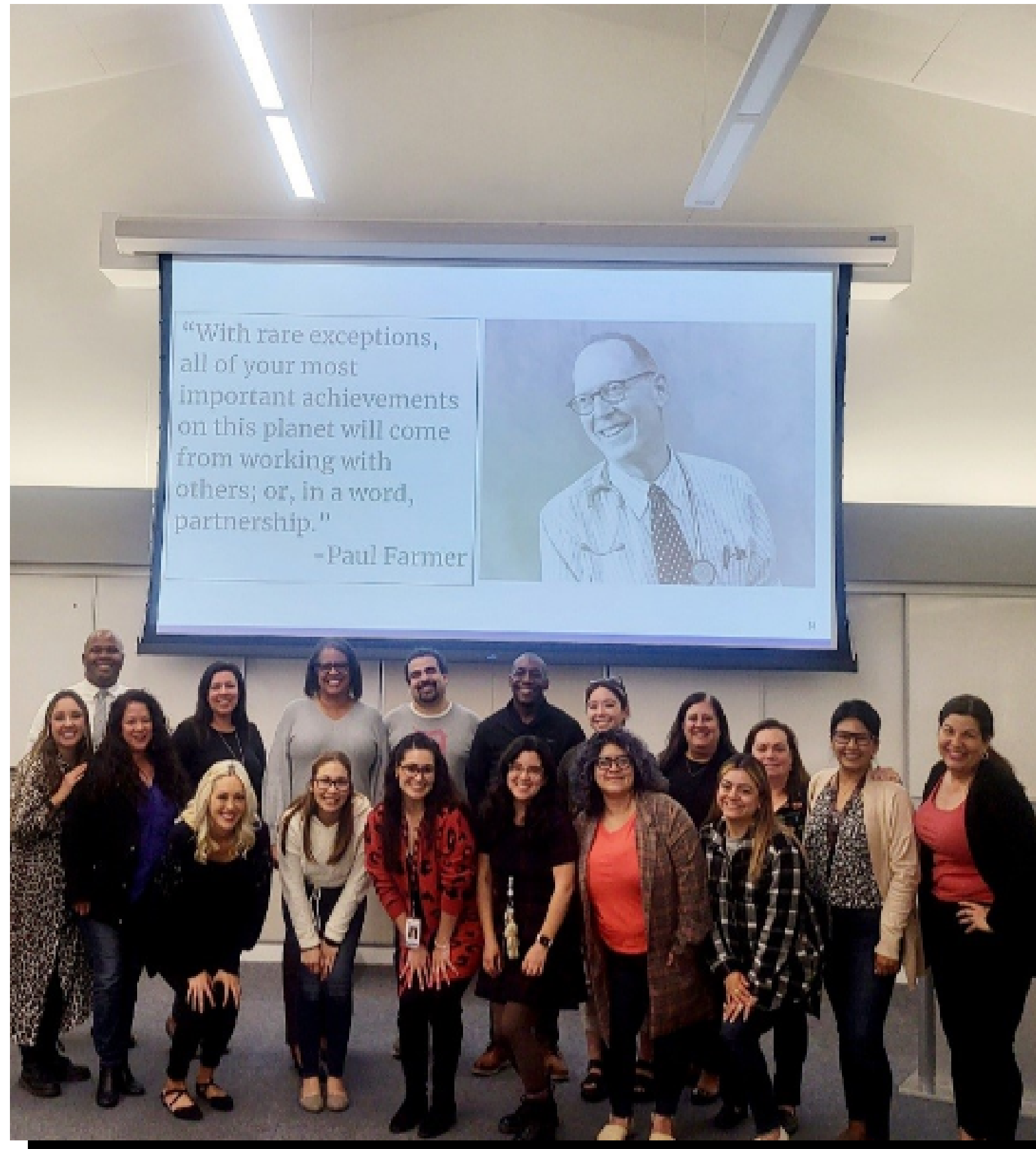
DUSD BOARD GOAL #6 2022-2023

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 Members 2022-2023

Santiago Agranowitz - NEW
Jennifer Alvarez
Cesar Armendariz*
Dr. Rani Bertsch*
Sarah Clarke - NEW
Susan DeMatta
Lilly Estrada
Dr. Charlotte Evensen*
Golden Fowler*
Dr. John Garcia*
Vanessa Gonzalez - NEW
Ashley Greaney*
Annabel Guerrero
David Hedden
Esther Jeong
Ebony Jordan*
Karen Korduner
Morgan Evans - NEW



Edward Lara
Monica Carrillo - NEW
Lourdes Martinez
Lizzette Mendoza
Melissa Minahan*
Alyda Mir*
Jim Mogan*
Janet Munoz
Adrian Quintero*
Dr. Connie Quintero
Jennifer Robbins*
Alex Rocha
Sara Rowe
Stephanie Sanchez
Dr. Cassandra Villa*
Michael Williams*
Jeanetta Wolfe *
Vanessa Caro - NEW



Human Relations Council Data



DUSD 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 for our District within our community.



Where Have We Been?

JUNE 2022

- Board Presentation of Equity Plan-Updates Board Goal #6
- Equity Plan Draft Updates
 - Glossary addition

AUGUST 2022

- Admin Review Series - Equity Plan Goals and Updates
- SSAC Student Voice Presentations at Admin Meeting

SEPTEMBER 2022

- HRC Kick Off Meeting #1
- Implement Partner Engagement Plan Jan. 2022
 - Listening Tour: Cultivating Belonging
- Site Admin Check-Ins & Site Visits Begin

OCTOBER 2022

- Cultural Proficiency Phase 2: Site Teams Work - Site Action Project
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa

NOVEMBER 2022

- HRC Steering Committee Meeting #1
- HRC General Body Meeting #2
- Admin Implicit Bias Training
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa

DECEMBER 2022

- Equity Plan Site Workshops Begin
- Cultural Proficiency Meeting #2
 - Site Team Action Project Planning

Where Have We Been?

JANUARY 2023

- Cultural Proficiency - Phase 2 Site Team Action Project Collaboration
- Equity Plan Workshops continue at sites
- Equity Plan HRC Context Presentations continue at sites

FEBRUARY 2023

- HRC Steering Committee Meeting #3
- HRC General Body Meeting #3
- Strengthening HRC Communications at the sites
- Parent Advisory Committee Equity Goal Workshop

MARCH 2023

- DELAC Meeting #3: HRC Context and Cultivating Belonging Presentation
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Equity Plan workshops continue at sites

APRIL 2023

- Cultural Proficiency Phase 2 Meeting #3: Site Teams Work - Site Action Project
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Classified Professional Growth HRC Context, Belonging, and Equity Goal Workshop

MAY 2023

- HRC General Body Meeting #4
- Creating communicating site plan, and identifying supports, and resources needed
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- DELAC Meeting #4: HRC Equity Goal Workshop Presentation
- Combined Principals' Meeting Equity Plan Updates Presentation - [Link to one pager](#)

JUNE 2023 - ONGOING

- Equity Plan Site data input analysis, coding, and revision to plan
- Presentation to DUSD Board on equity plan updates
- SSAC Student Voice Board Meeting Presentation
- Listening Tour Continued at sites

Where Have We Been?

JANUARY 2023

- Cultural Proficiency - Phase 2 Site Team Action Project Collaboration
- Equity Plan Workshops continue at sites
- Equity Plan HRC Context Presentations continue at sites

APRIL 2023

- Cultural Proficiency Phase 2 Meeting #3: Site Teams Work - Site Action Project
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- Classified Professional Growth HRC Context, Belonging, and Equity Goal Workshop

JUNE 2023 - ONGOING

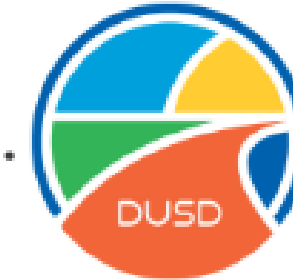
- Equity Plan Site data input analysis, coding, and revision to plan
- Presentation to DUSD Board on equity plan updates
- SSAC Student Voice Board Meeting Presentation
- Listening Tour Continued at sites

Listening Tour Engagement Work

Through our equity plan listening tour, we are here to acknowledge the work we have done, show gratitude to the commitment we have made as educators, and be authentic in the ways we can move toward cultivating belonging for *all* of our DUSD community.

DOWNEY UNIFIED SCHOOL DISTRICT
PRESENTS

LISTENING TOUR



2022-2023

JANUARY - APRIL

22 SCHOOLS



**POWERFUL LISTENING
INPUT SESSIONS FOR OUR
DUSD EQUITY PLAN**



**MOVING FORWARD AND
CULTIVATING BELONGING
FOR ALL**

OUR KIDS DESERVE THE BEST

Listening Tour Equity Plan Data

School Site Visits &
Admin Check-Ins

22

Whole Site Staff
Meet & Greets

8

Whole Site Staff HRC
Context Presentations

17

Equity Goal
Workshops

4

Listening Tour Equity Plan
Workshops

07

Parent Groups
Parent Advisory Committee
& District English Learner
Advisory Committee
(DELAC)

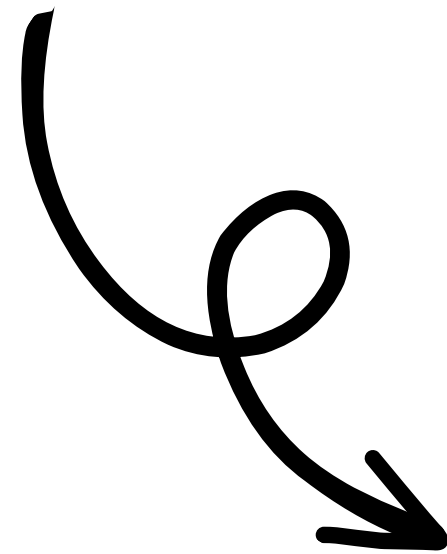
02

Classified Professional
Growth
Workshop

01



Listening Tour



Student Voice



SUPERINTENDENT'S **STUDENT** **ADVISORY** **COMMITTEE**

Amplifying Student Voices in Downey Unified

Collaborate • Learn • Share

Make an Impact



Angel



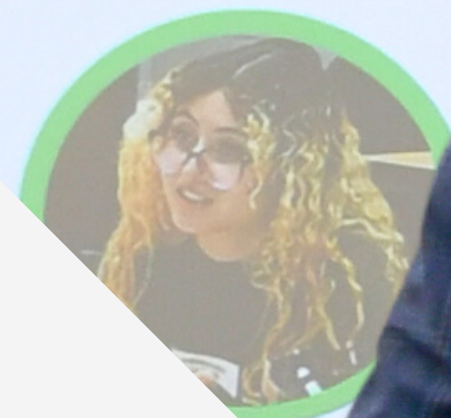
Armando



n



Mikaela

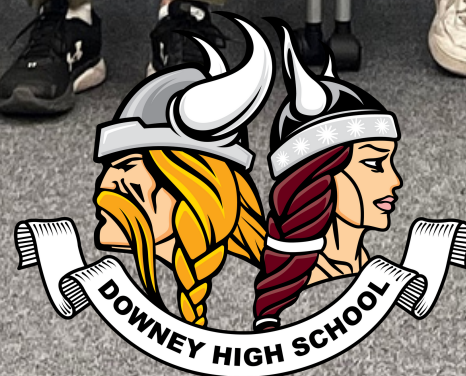
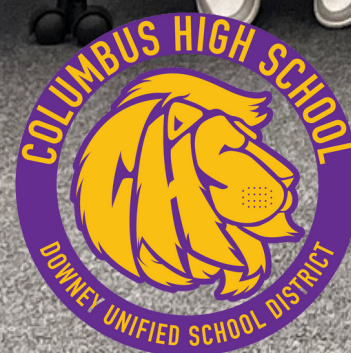




SUPERINTENDENT'S

STUDENT ADVISORY COMMITTEE

Meeting 9
Thursday, May 25th



SUPERINTENDENT'S
**STUDENT
ADVISORY
COMMITTEE**

Amplifying Student Voices in Downey Unified

Purpose of the SSAC

In the fall of 2021, Dr. John Garcia created the **Superintendent's Student Advisory Committee** (a.k.a. **SSAC**) for the important purpose of:

Elevating student voices to shape conversations about education and to create positive impacts in the lives of our students.

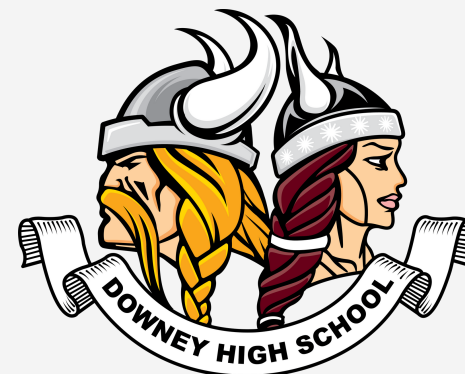


Goal of the SSAC

The goal of this committee is to bring high school students together to:

Share feedback
Share experiences
Share viewpoints

on a variety of issues taking place in their schools, throughout the district, and within the community.

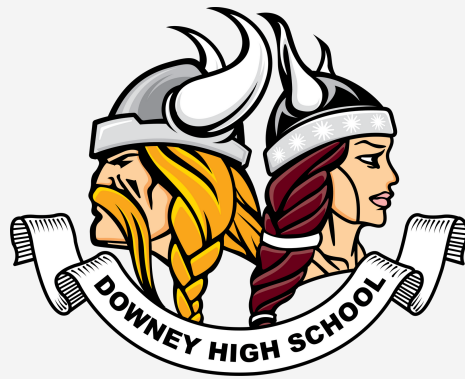


Meeting Outcomes

Each meeting empowers our students and administrators to work together on how to best communicate with our student bodies and address topics that most impact students' day-to-day lives.

The SSAC's ultimate mission is to:

Help ensure equity, enhance the quality of public education, and support the well-being and achievements of all 22,000 students in Downey Unified.



By the Numbers

2021

Year Est.

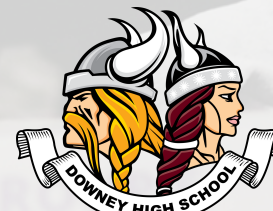
15

Meetings

36^{*}

Members

*Unduplicated



**SUPERINTENDENT'S
STUDENT
ADVISORY
COMMITTEE**

Amplifying Student Voices in Downey Unified

SSAC Membership

Two Years : 36 members*

21-22:
24 Members

Columbus: 1
Downey: 12
Warren: 11

Seniors: 13
Juniors: 7
Sophomores: 6

She/Her: 13
He/Him: 9
They/Other: 2

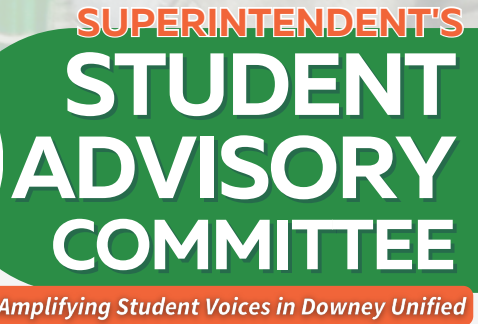
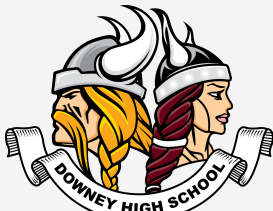
22-23:
23 Members

Columbus: 2
Downey: 10
Warren: 11

Seniors: 9
Juniors: 10
Sophomores: 4

She/Her: 12
He/Him: 10
They/Other: 1

*Unduplicated



NEWLY RECRUITED CLASS

2023 - 2024 School Year



29
members

Columbus: 1 (1*)

Downey: 14 (9*)

Warren: 14 (6*)

Seniors: 12 (3*)

Juniors: 12 (8*)

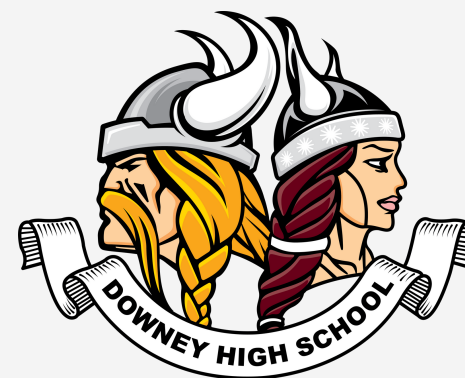
Sophomores: 5 (5*)

She/Her: 20 (11*)

He/Him: 9 (5*)

They/Other: 0

* 16 newly recruited member as of 23-24; 13 are returning members



Recruitment Trends

New Applicants by Year



51

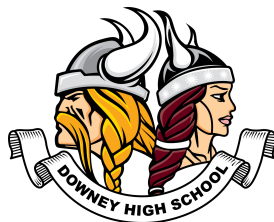
Year 1
For 26 Open Spots
(Inaugural Year)

37

Year 2
For 12 Open Spots

78

Year 3
For 11 Open Spots

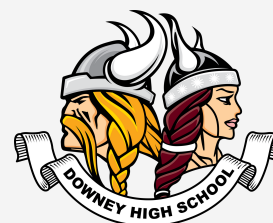


Impact Highlights

- Plant-Based / Vegetarian Meal option Pilot at Downey High
- Direction on MOST effective student resources to fight Fentanyl crisis affecting students nationwide

92.8% surveyed members said they share what they learn during the SSAC meetings with their peers.

Such as: Thought process behind creating cafeteria menus, fentanyl risks and signs to look for, mental health resources on campus, what is being done about improving communication with counselors, AB 1266 and more!



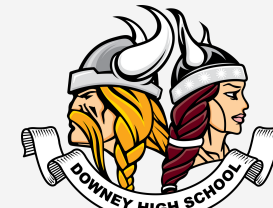
Topics Discussed

Year 1

- AB 1266 - School Success & Opportunity Act
- California Healthy Youth Act (CHYA) & LGBTQ+ District Resources
- Mental Health Supports & Wellness Centers
- Draft Equity Plan

Year 2

- Food Services Department
- Fentanyl Crisis
- SEL, Mental Health Supports & Wellness Centers
- CliftonStrengths Top 5
- Extracurricular Activities & Clubs
- Counseling
- LGBTQ+ Supports & Resources



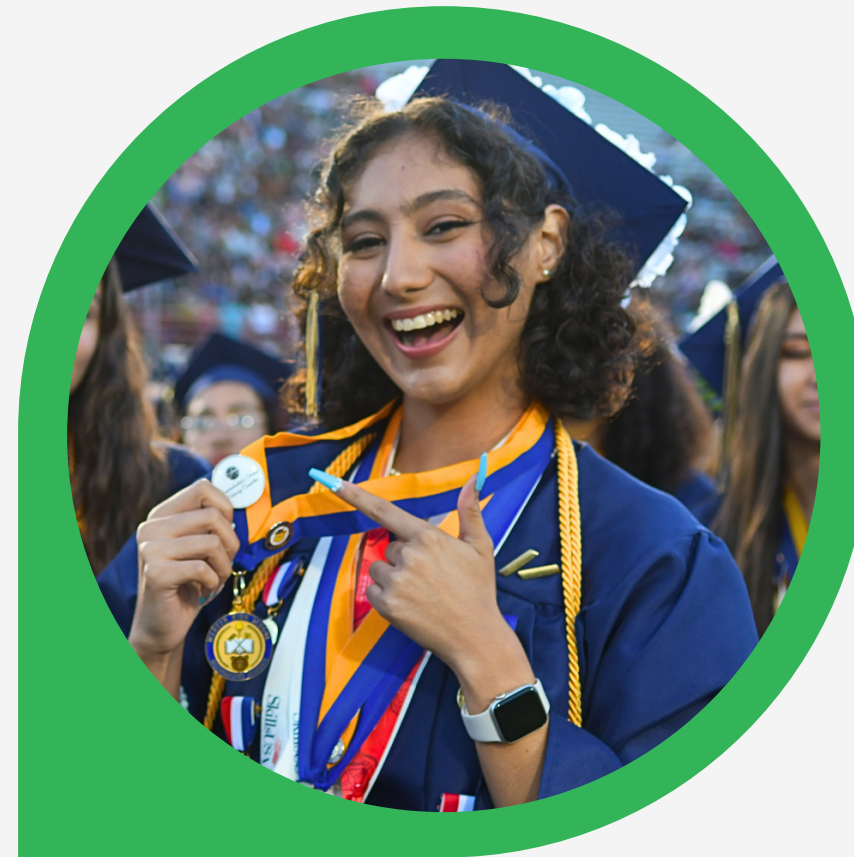
Member Speakers



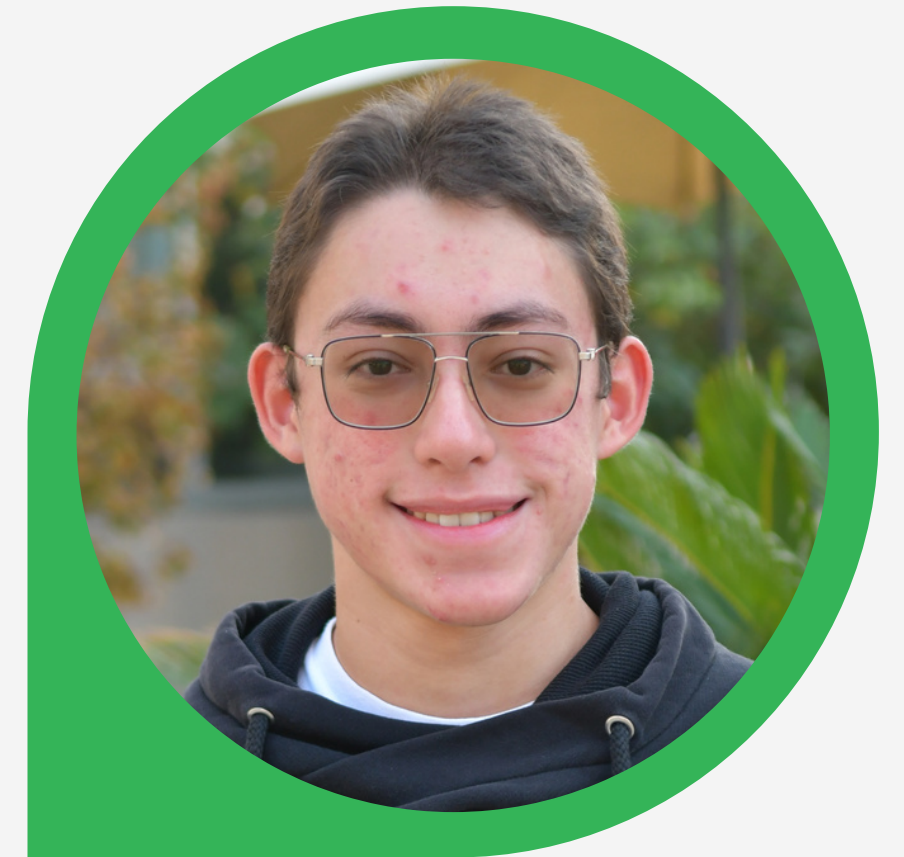
Jordan C.
C/o 2023
Downey HS



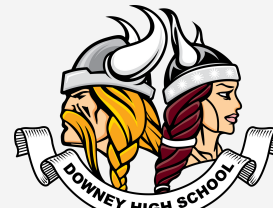
Hannah D.
Junior
Downey HS



Mel G.
C/o 2023
Warren HS



Nicolas M.
Junior
Warren HS



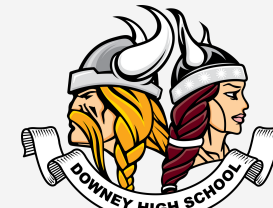
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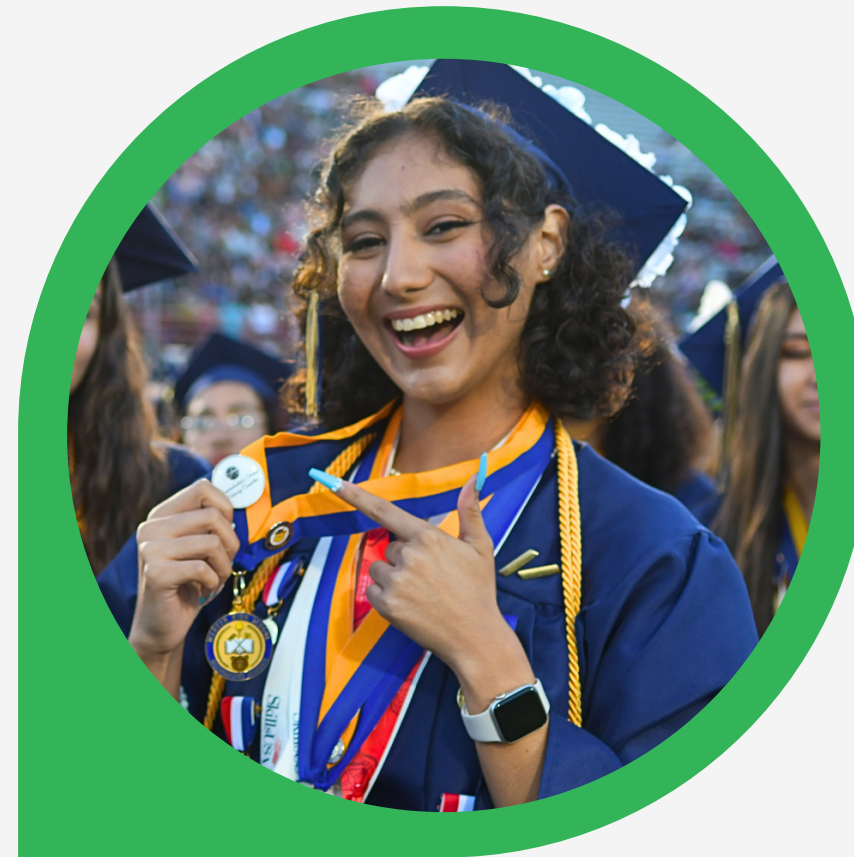
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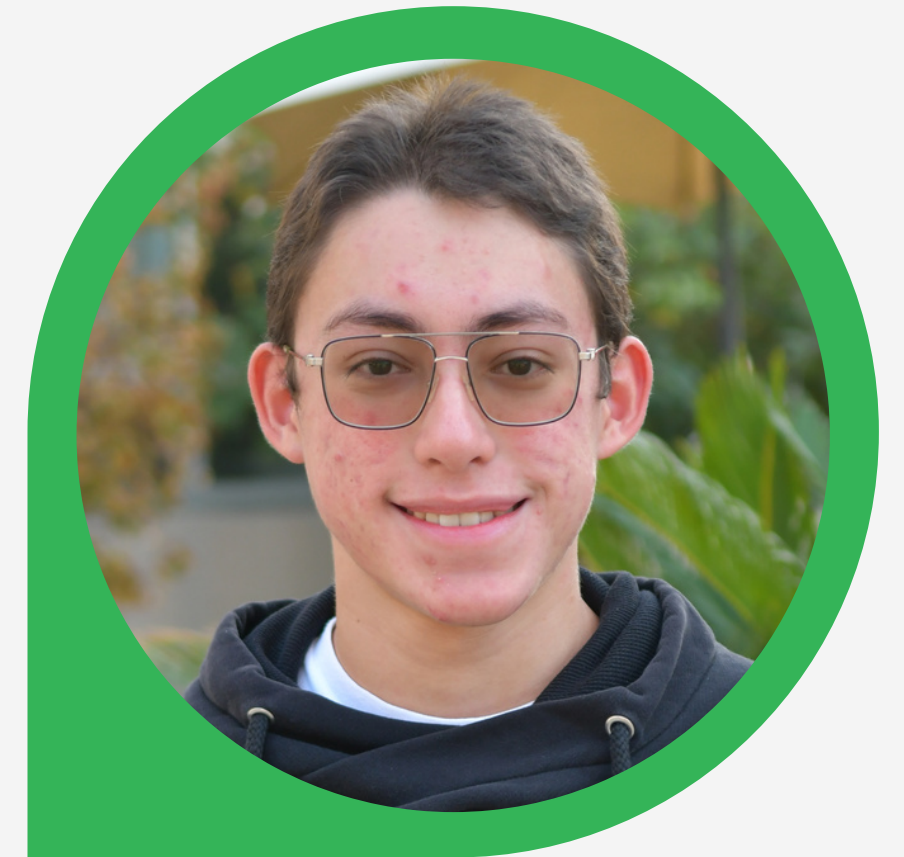
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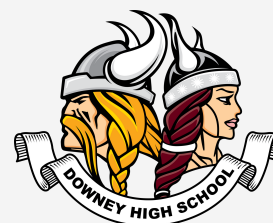
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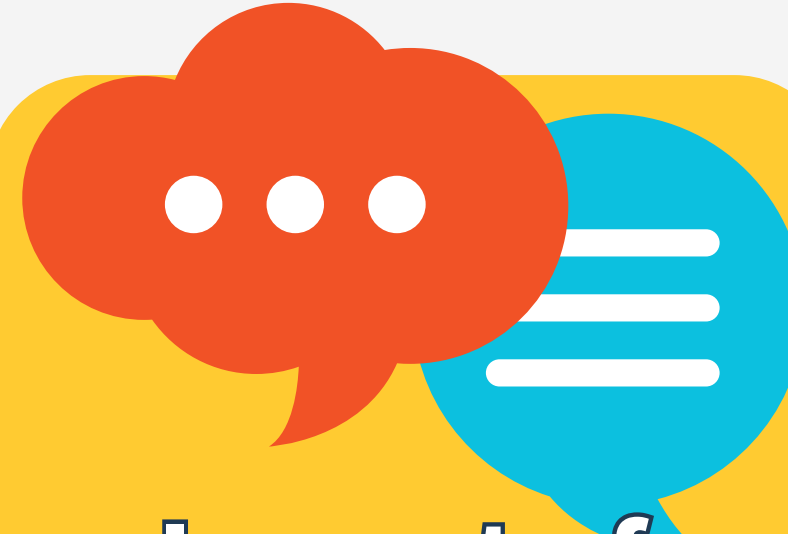
Member Share Out



**Introduce
yourself!**



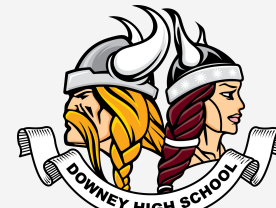
**Why did you
join the SSAC?**



**Impact of
the SSAC**



**Future hopes
for the SSAC**



Questions?

