



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

Dr. Rani Bertsch  
Dr. Cassandra Villa

**Tuesday, June 25, 2024**

# 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 2023-2024

Downey Unified will implement and assess all components of Downey Unified's Equity Plan to ensure our District continues to grow and improve our practices in acknowledging and addressing issues of diversity, equity and inclusion.



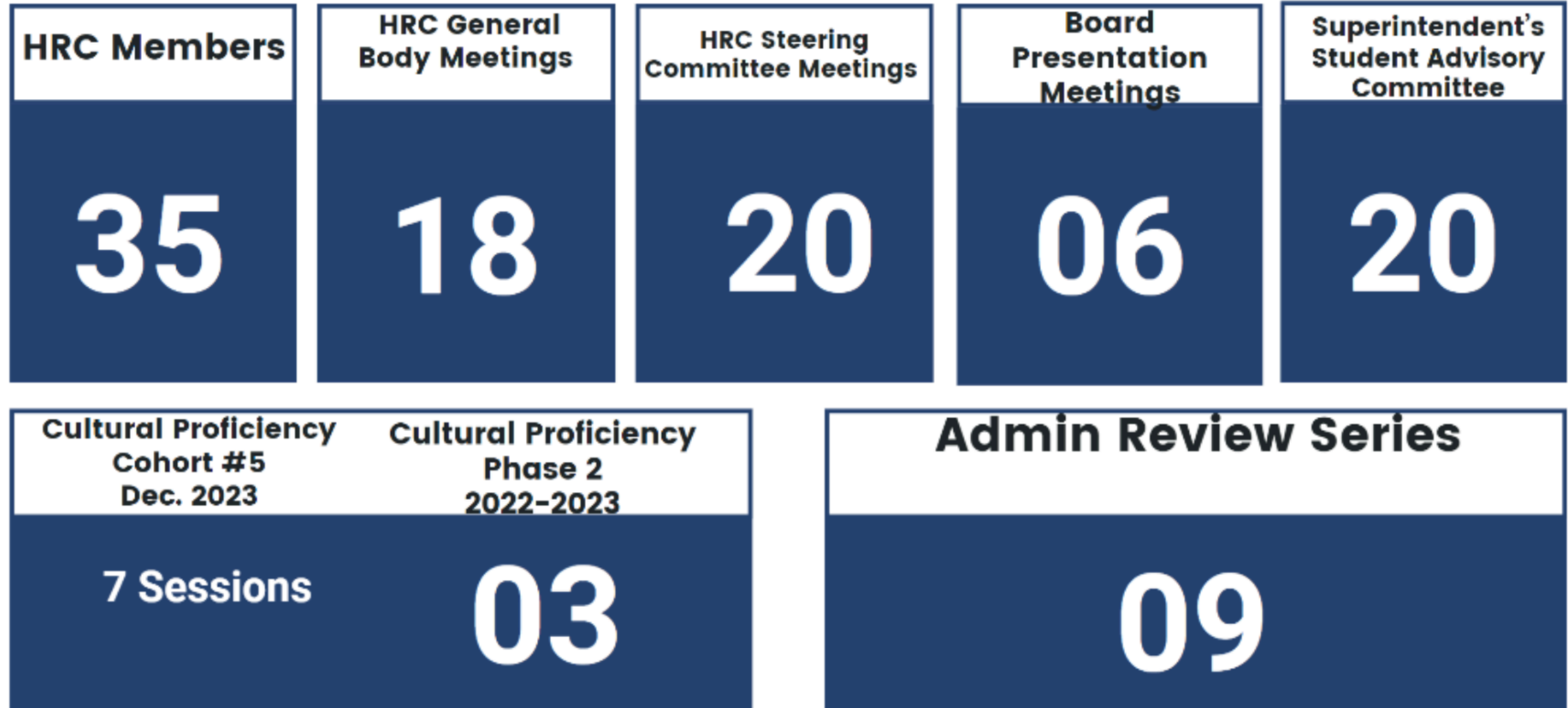
# HRC Members 2023-2024

Dr. John Garcia\* - Superintendent  
Dr. Alyda Mir\* - Asst. Superintendent  
Dr. Rani Bertsch\* -Director of Sec. Ed  
Dr. Jennifer Robbins\*- Director of Elem.  
Ashley Catanzano\* - Public Relations  
Dr. Connie Quintero\* - Principal SMS new  
Dr. Michael Williams\* - Principal Rio Hondo  
Adrian Quintero\* - Asst. Principal DHS  
Golden Fowler\* - Asst. Principal DHS  
Jenny Mojarro\* - Asst Principal WHS new  
Jim Mogan\* - DEA  
Jeanetta Wolfe\* - WHS Teacher  
Cesar Armendariz\* - DHS Teacher  
Melissa Minahan\* - Lewis Teacher  
Dr. Cassandra Villa\* - DEI TOSA



Jennifer Alvarez - Unsworth ES  
Sussan DeMatta - Old River ES  
Lizette Mendoza - Carpenter ES  
Susana Serrato - Rio San Gabriel ES new  
Morgan Evans - Rio Hondo new  
Vanessa Caro - Gauldin ES  
Janet Munoz - Price ES new site\*  
Sara Rowe - Gallatin ES  
Vanessa Martin - Imperial ES new site\*  
Dr. Natalie Kacou - Asst. Principal Ward ES new  
Esther Jeong - Sussman MS  
Arlene Baltazar - Stauffer MS new  
Sarah Clarke - Griffiths MS  
Lourdes Martinez - CHS/Woodruff/DAT  
Edward Lara - WHS  
Santy Agranowitz - DO, program specialist  
Natalia Agranowitz - Doty MS new  
Chris Membribes - Asst. Principal WHS new  
Dr. Sonia Coronel - Sec. ML TOSA

# Human Relations Council Data





# DUSD Equity Plan Goals

<b>Goal 1 Belonging</b>	DUSD will implement practices addressing diversity, equity, justice and inclusion for all students, staff, and families.
<b>Goal 2 Achievement</b>	DUSD will establish learning structures and teaching practices that support and are inclusive of diverse learners as well as strengthen community partnerships.
<b>Goal 3 Opportunities for Access</b>	DUSD will continually identify underserved populations and implement targeted whole-child <u>supports</u> .
<b>Goal 4 Accountability</b>	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.
<b>Goal 5 Transparency</b>	DUSD will establish systems of accountability that create transparency for our District within our community.

# Equity Goal Progress

## Equity in Action Highlights

### Goal 1- *Belonging*

Cultural Proficiency Cohort #5 Professional Learning 125+ staff trained since June of 2020  
HRC General Body LCAP Data Analysis  
Cultural of Belonging Training Site Admin

### Goal 2 - *Achievement*

Cultural Proficiency Training Cohorts a-g completion  
Inclusive Practices Supports  
AVID Program Expansion  
Multilingual Learner Support

### Goal 3 - *Opportunities & Access*

Wellness Centers  
Clinical School Therapists at Every Site  
Rethink Ed Social Emotional Support  
School Culture Teams  
Capturing Kids' Hearts

### Goals 4 & 5 - *Accountability & Transparency*

**Action Step 1:** Create opportunities for students, staff, and families to give feedback on equity plan: Staff, DELAC, PAC, SSAC  
**Action Step 2:** Create systems for feedback cycles  
Creating Systems - 90% of sites have an HRC site hubs  
Site Based Reporting and Communication Systems - Dojo, Canvas, Remind, Social Media Platforms



# Listening Tour Equity Plan Data

<b>SITE VISITS</b> <b>145+</b>	<b>Admin Review Sessions</b> <b>9</b>	<b>Human Relations Council</b> <b>18</b>
<b>Equity Plan Input Sessions</b> <b>21+</b>	<b>Ethnic Studies Staff Trained</b> <b>6+</b>	<b>Cultural Proficiency Staff Trained</b> <b>125</b>

# What have we accomplished?

## AUGUST 2023

- All District Staff Day - HRC Updates & SSAC Student Voice Panel to 3,000+ employees
- New Staff Orientation Presentations - Equity & HRC
  - Over 100+ new staff trained
- Ethnic Studies Pilot Teacher Team Meetings begin
- Cultivating Belonging & Equity Goals Overview - Food Services Presentation
- Equity Plan HRC Context Presentations continue at sites

## NOVEMBER 2023

- Cultural Proficiency Cohort #5 Sessions 4-6 - 27 participants from 14 different sites
- HRC Steering Committee Meeting #2 Focus on Progress Monitoring through LCAP
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Equity Plan workshops continue at sites

## SEPTEMBER 2023

- HRC Steering Committee Meeting #1 -Equity is a Verb, Board Goal, and Roles
- Strengthening HRC Communications at the sites
- Equity Plan HRC Context Presentations continue at sites
- Cultural Proficiency Cohort 5 Planning

## DECEMBER 2023

- HRC General Body Meeting #2
- HRC - Creating communication system plan, LCAP deep dive analysis for progress monitoring
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Cultural Proficiency Cohort #5 Finale Showcase Presentations - DUSD Board Members and District Admin Present

## OCTOBER 2023

- HRC General Body Meeting #1 - Equity is a Verb, Board Goal, and Roles
- Dr. Villa began facilitating Cultural Proficiency Cohort #5 Sessions 1-3 - 27 participants from 14 different sites
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Equity Plan workshops continue at sites
- Coffee with the principal at select sites

## JANUARY 2024

- Attended Equity Conference - HRC reps: Dr. Villa, Golden Fowler, Jenny Mojarro, & Jeanetta Wolfe
- Culture of Belonging 2 Day Training - Franklin Covey - Day 1 Site admin, Day 2 - participants from HRC General Body & categoricals
- Presentation to DUSD Board on Ethnic Studies Overview & Pilot Updates
- HRC Steering Committee Meeting #3 - Equity Conference & Implicit Bias training updates, Equity Goal monitoring progress through LCAP continued
- Ethnic Studies class visits & support
- HRC rep site support continued



# What have we accomplished?

## FEBRUARY 2024

- Ethnic Studies Curriculum Refinement ongoing
- HRC General Body Meeting #3 LCAP Deep dive student perceptions of belonging, creating site HRC communication & progress monitoring hub via Padlet
- Coffee with the principal with HRC overview at select sites
- School Psychs & CSTs HRC Updates & Equity is a verb professional learning
- Equity Plan HRC Workshop Presentations continue at sites

## MAY 2024

- Presentation: DELAC HRC & Equity Plan Updates, Equity Plan Workshop, reflection, and input session
- Site Visits: HRC Context Presentations w/HRC Reps & Dr. Villa
- Equity Plan workshops continue at sites
- Ethnic Studies Parent Information Webinar
- LACOE Equity & Wellbeing Conference - HRC Steering Dr. Villa and Dr. Williams

## MARCH 2024

- Presentation: Parent Advisory Committee HRC Updates, Equity Plan workshop, reflection & Input sessions
- SSAC HRC Updates, and Equity plan workshop, bridging communication at the sites
- Equity Plan HRC Context Presentations & Workshops continue at sites
- HRC & Equity Plan site hubs support continues
- Cultural Proficiency in Action - Ward ES Math Mania

## JUNE 2024

- Equity Plan Site data input analysis, coding, and revision to plan from data collection
- Presentation to DUSD Board on Equity Plan updates
- SSAC Student Voice Board Meeting Presentation
- 90% of sites have Progress monitoring and HRC communication hubs via Padlet

## APRIL 2024

- HRC General Body Meeting #4 - LCAP analysis deep dive part 2 continued with family data, campus highlights
- Ethnic Studies site support and school site visits
- Equity Plan HRC Context Presentations & Workshops continue at sites
- HRC & Equity Plan site hubs support continues
- Combined Principals' Meeting Presentation HRC & Equity plan updates and equity inventories
- Cultural Proficiency in Action - Old River Community Night

## AUGUST 2024

- New staff HRC & Equity Plan Training
- Human Relations Council Planning
  - LCAP Data from staff
  - 2024-2025 DUSD Creation of Equity Resource Bank
- Last phrase of listening tour equity plan workshops continued at sites
- Site visits and support continued...

# Next Steps: Where Are We Going?

## FEBRUARY 2024

- Ethnic Studies Curriculum Refinement
- HRC General Body Meeting #3 LCAP  
Deep dive student perceptions of belonging, creating site HRC communication & progress monitoring hub via Padlet
- Coffee with the principal with HRC overview at select sites
- School Psychs & CSTs HRC Updates & Equity is a verb professional learning
- Equity Plan HRC Workshop  
Presentations continue at sites

## MARCH

- Presentation: DELAC HRC Equity Plan Updates  
Plan Workshop, reflection, and input session
- Site Visits: HRC Context  
Presentations w/HRC Reps & Dr. Villa
- Equity Plan workshops continue at sites
- Ethnic Studies Parent Information Webinar

## JUNE 2024 - ONGOING

- **LAST PHASE OF LISTENING TOUR CONTINUES AT SITES**
- **EQUITY PLAN SITE DATA INPUT ANALYSIS, CODING, AND REVISION TO PLAN FROM DATA COLLECTION, PADLETS & LCAP ANALYSIS**
- **PRESENTATION TO DUSD BOARD ON EQUITY PLAN UPDATES**
- **SSAC STUDENT VOICE BOARD MEETING PRESENTATION**

# Listening Tour Engagement Work Highlights

## CHS/Woodruff/DAT



- Established site HRC team CHS/Woodruff/DAT
- Student Voice Gallery Walk workshops with staff
- Staff Why Share outs
- HRC Site Hub Padlet created
- Equity Plan Full Workshops Completed



## Griffiths MS

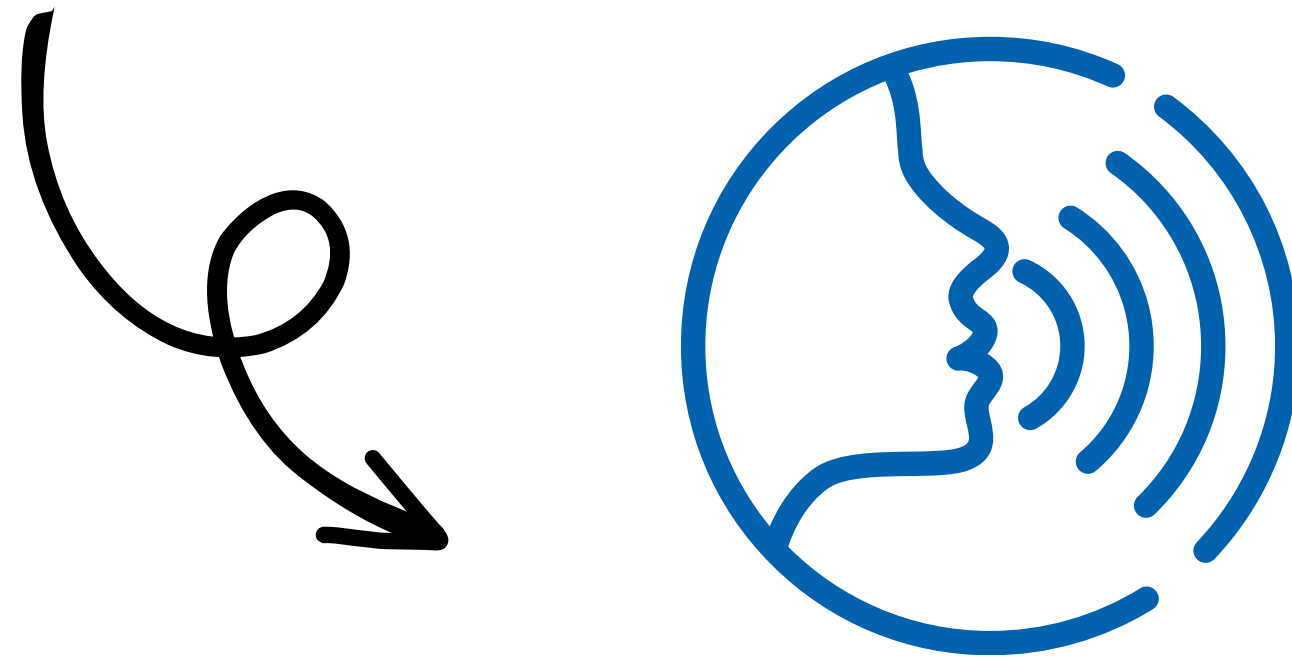
- HRC Site Rep communicates HRC updates to staff
- HRC Rep presents at staff faculty meetings
- HRC rep shared why at HRC General Body & Site Staff meetings
- HRC Site Hub Padlet created and shared with staff
- Equity Plan Full Workshops Completed



## Lewis ES

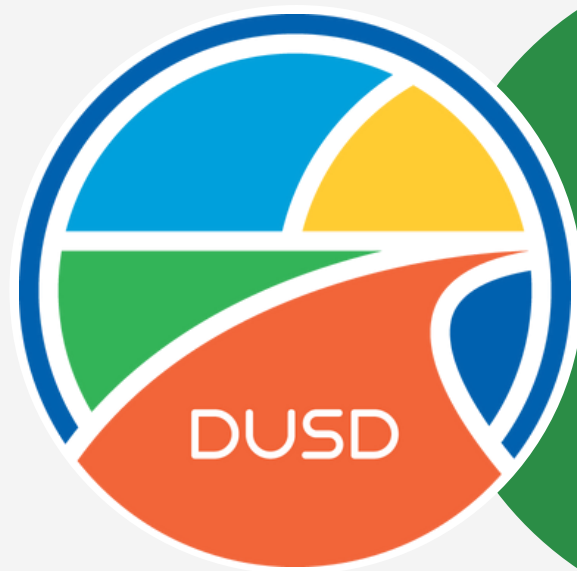
- HRC Site Rep presents HRC Updates quarterly to staff
- HRC Site Hub Padlet
- Full Equity Plan Workshops Completed
- Phase Two Equity in Action Grade Level Meetings
- Staff led Equity in Action presentations by Grade Level at staff meeting
- Lewis Student Voice Word Wall

# Listening Tour - Our Why



# Student Voice





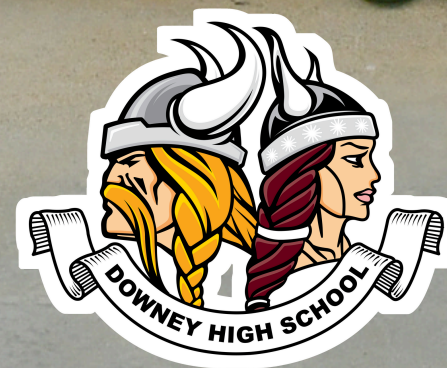
**SUPERINTENDENT'S**  
**STUDENT**  
**ADVISORY**  
**COMMITTEE**

*Amplifying Student Voices in Downey Unified*

**Collaborate • Learn • Share**  
**Make an Impact**







**SUPERINTENDENT'S  
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*Amplifying Student Voices in Downey Unified*



# Student Voice - Final thoughts, words or phrases that capture DUSD Equity Plan Progress

## SSAC Reflection

54 responses

A word cloud visualization of student reflections on the DUSD Equity Plan progress. The words are arranged in a circular pattern, with the most prominent words in the center. The words are color-coded and include:

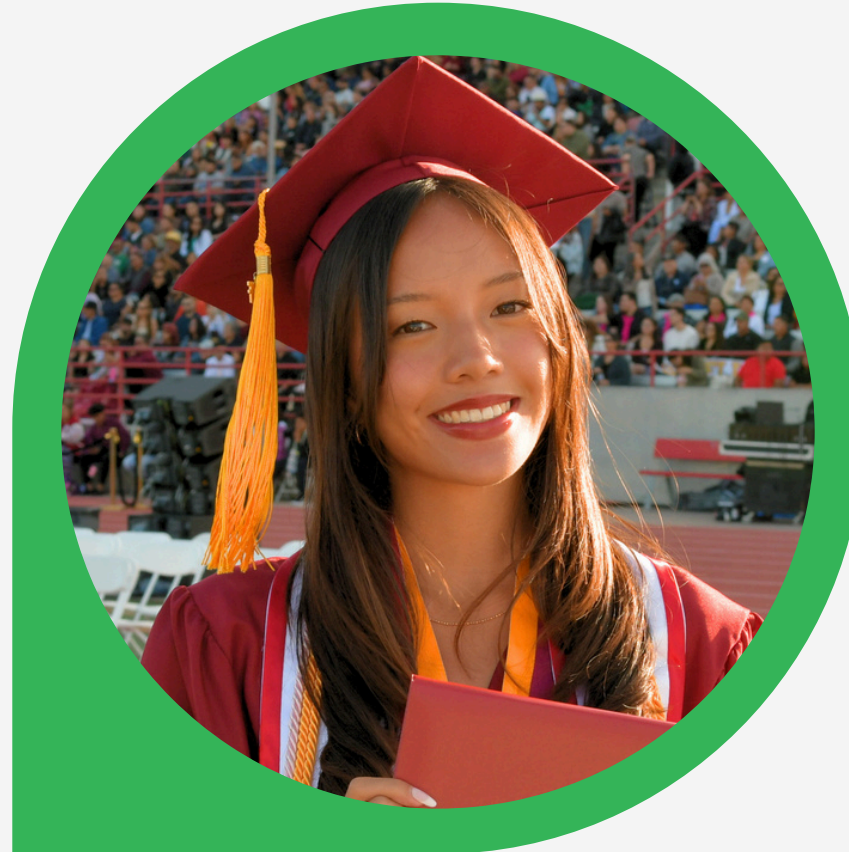
- need to share with others
- welcome
- innovative
- secure
- great
- thoughtful
- everchanging
- inclusion
- positive
- reassured
- friendly
- love
- inclusive
- diverse
- community
- resourceful
- welcoming
- collaboration
- diversity
- amazing
- needed communication
- diversifying
- organized
- safe
- support
- improving
- strong effort
- enhancing
- accepting
- progressive
- represent
- happy
- helpful
- equal
- hopeful
- learning
- improvement
- comfoting
- better
- hopeful
- learner
- considerate
- learner



# Member Speakers



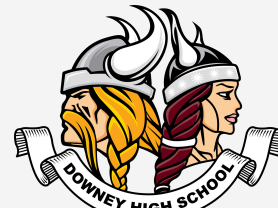
**Farid Farid**  
C/o 2024  
**Columbus HS**



**Steffani Ponio**  
C/o 2024  
**Downey HS**



**Matthew Casalegno**  
Senior  
**Warren HS**

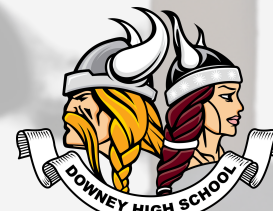
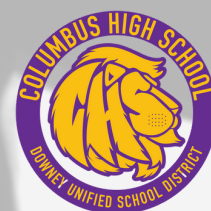




# By the Numbers

**2021** **28** **49\***  
**Year Est.** **Meetings** **Members**

\*Unique Members over 3 years



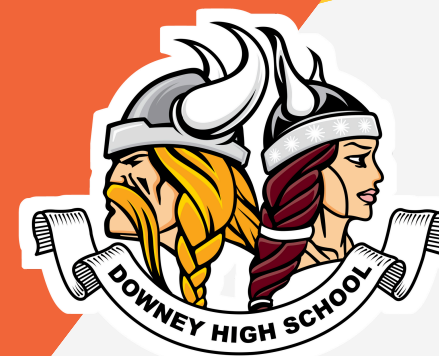
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# Purpose of the SSAC

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.**



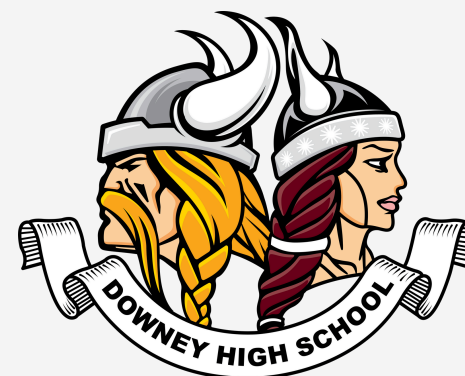


# Goal of the SSAC

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.

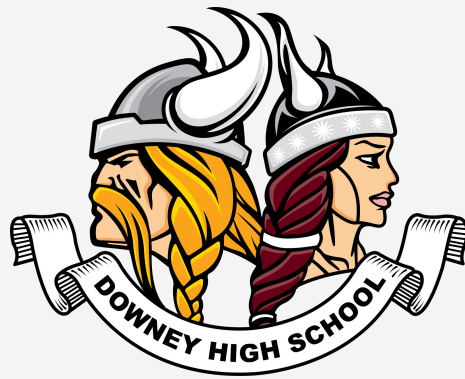


# Meeting Outcomes

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.





# SSAC Membership

2023 - 2024 School Year

**29**  
members

**Columbus:** 1

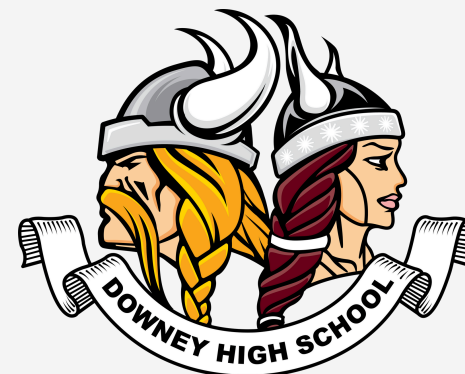
**Downey:** 14

**Warren:** 14

**Seniors:** 12

**Juniors:** 12

**Sophomores:** 5



# NEWLY RECRUITED CLASS



## 2024 - 2025 School Year

**32**  
members

**Columbus:** 2 (2\*)

**Downey:** 15 (8\*)

**Warren:** 15 (8\*)

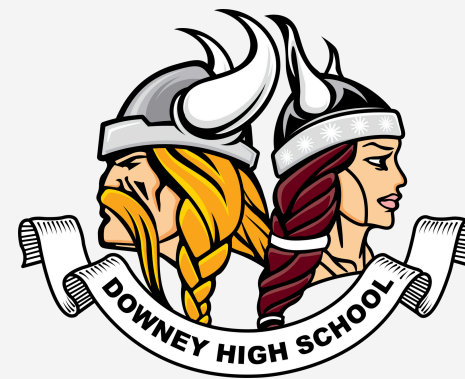
**Seniors:** 13 (3\*)

**Juniors:** 10 (6\*)

**Sophomores:** 9 (9\*)

\* Indicates new members

18 newly recruited member as of 24-25; 14 are returning members



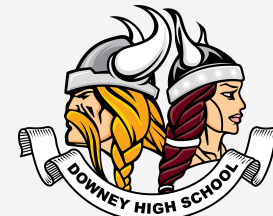


# Topics Discussed

Year 3

2023-2024

- Intro's and Why
- Food Service in DUSD
- Athletic Amenities/Staff
- CTE Pathways and Offerings
- School Safety & Addressing Violence
- A-G Requirements
- Clifton's Strengths
- Ethnic Studies
- Draft Equity Plan - Bridging the Gap



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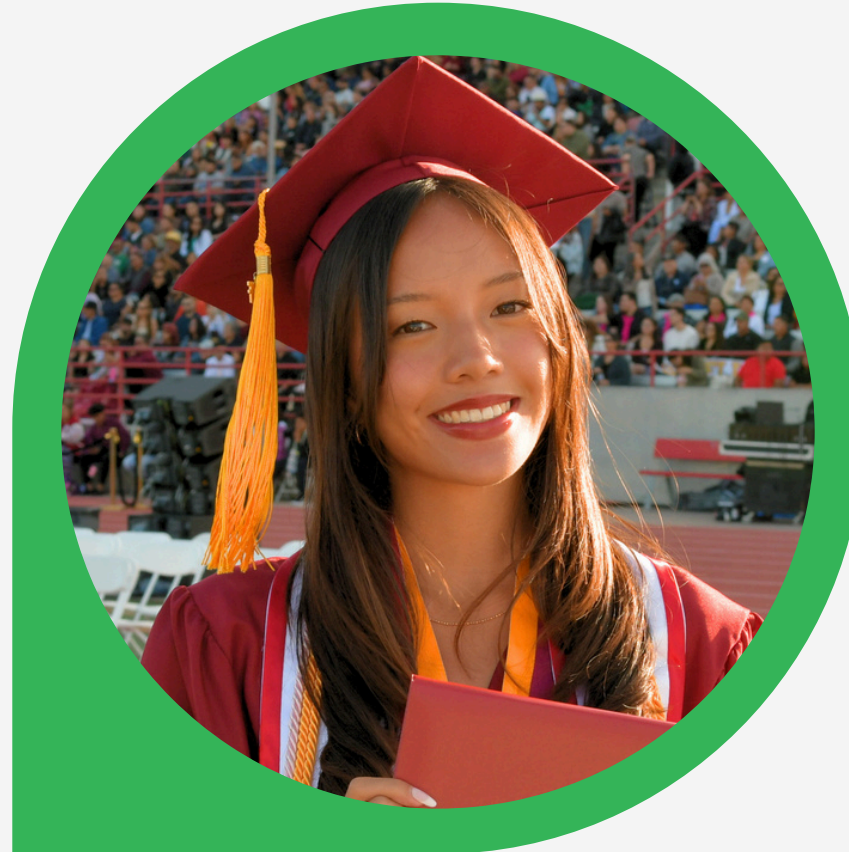




# Member Speakers



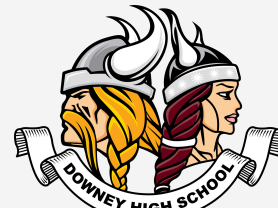
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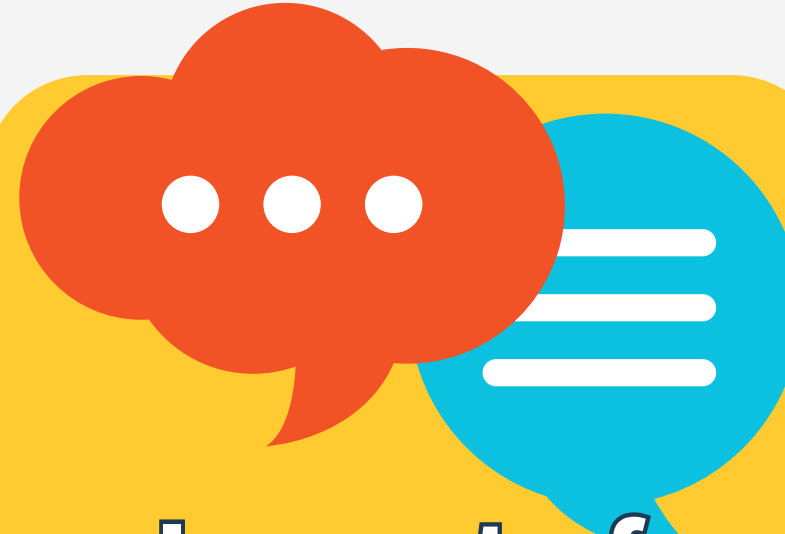
# Member Share Out



**Introduce  
yourself!**



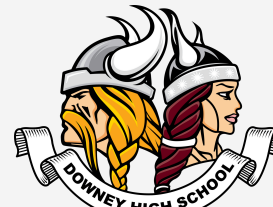
**Why did you  
join the SSAC?**



**Impact of  
the SSAC**



**Future hopes  
for the SSAC**





# Topics Discussed



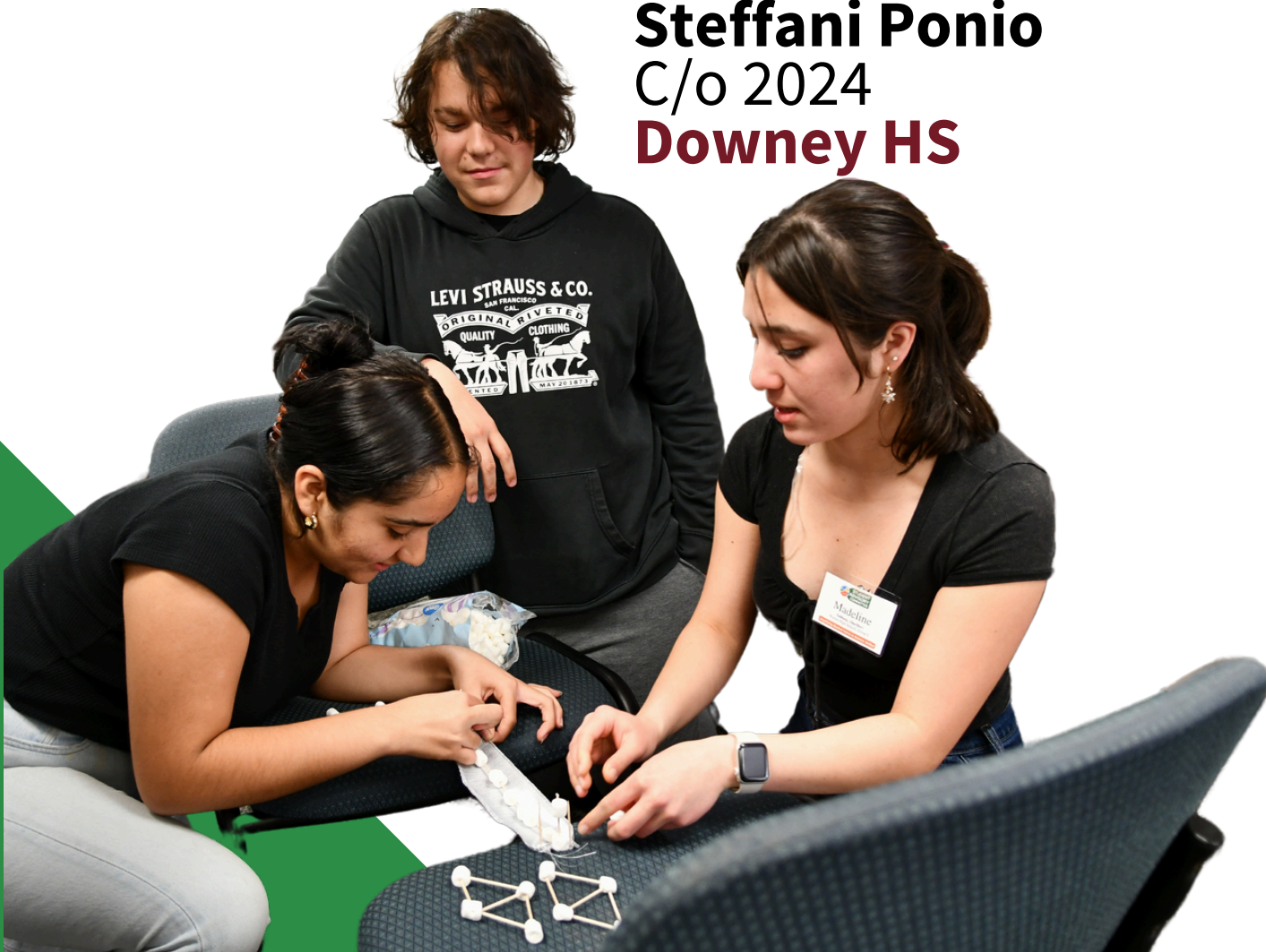
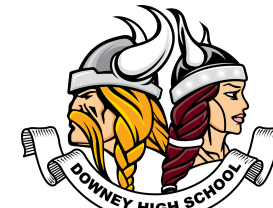
**Steffani Ponio**  
C/o 2024  
**Downey HS**

## CliftonStrengths

Presenter

Mrs. Anna Beth Fishman

Meetings 1-8





# Topics Discussed



**Matthew Casalegno**  
Senior  
**Warren HS**

## A-G Requirements

Presenter

Mrs. Karlin LaPorta

Meetings 2 & 5



Introduce  
yourself!



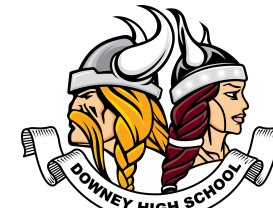
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Impact of  
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Future hopes  
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Amplifying Student Voices in Downey Unified



# Topics Discussed



**Farid Farid**  
C/o 2024  
**Columbus HS**

## School Safety & Addressing Violence

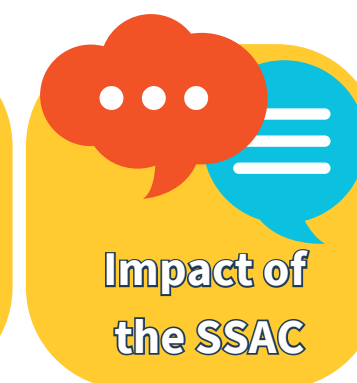
Presenter  
Dr. Robert Jagielski  
Meeting 7



Introduce  
yourself!



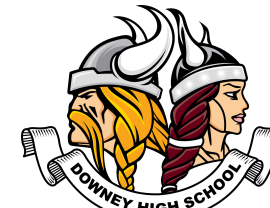
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# Questions?

