District Advisory Committee on Racial Equity
Board Update
March 18, 2021
DAC Mission

- The Committee will provide input and recommendations to District leadership and the Board of Education to inform decisions that impact historically marginalized students and stakeholders.
DAC Members

- **Student Representatives**
  - Ryan Neal and Payton Scott

- **Certificated and Classified Representatives**
  - Nicki Mitchell, Marissa Patterson, Leslie Wallace, and Rosa Leong

- **Administrative Representatives**
  - Rria Cruz-Soto, Dr. Sean Delgado, and Dr. Brett O’Connor

- **Parent/Community Representatives**
  - Annemarie Cortez, Hugo Gutierrez, Dr. Eric Hurley, Dr. Barbara Junisbai, Dr. Frances Kellar, and Rolondo Talbott

- **District liaisons**
  - Dr. Julie Olesniewicz and Dr. Natalie Taylor

- **Board Member liaisons**
  - Nancy Trese Osgood and David Nemer
Key Outcomes for 2020-2021

1. Evolve and align the current definition of equity across the district

2. Examine and evaluate the district and police department’s partnership

3. Collect and review qualitative and quantitative data

4. Collaboratively develop a racial equity impact plan in alignment with the LCAP to systematically address racial equity gaps in the district
Evolve and align the current definition of equity across the district

- DAC Meetings
  - Past: 9/23, 10/28, 11/18, 1/27, 2/24
  - Upcoming: 3/24, 4/28, 5/26
- Leadership Team Council
  - Meets 4 times per year
- K-12 Administrators
  - Meets monthly
- Community Forum
  - Held on 2/3
- Students Forums
  - Held on 10/27 and 3/3
Resources to evolve and align the definition of equity

https://www.fsg.org/publications/water_of_systems_change


Students experiencing racism can't wait for schools to move at their own pace and comfort level.

Paul Gorski

https://padlet.com/chu9/qtff9nfi1nss9jol

History of Education

https://padlet.com/chu9/qtff9nfi1nss9jol
Examine and evaluate the district and police department's partnership.
Collect and review qualitative and quantitative data

- Quantitative Data
  - California Dashboard
  - DataQuest
  - Enrollment
  - Academic Achievement
  - Behavior
  - Staffing
- Qualitative Data
  - Student forums
  - Community forum
  - Interviews by DAC members
Collaboratively **develop a racial equity impact plan** in alignment with the LCAP to systematically address racial equity gaps in the district.

- **3 Subcommittees**
  - Academic Achievement
  - Safety/Discipline/School Climate
  - Staffing

- **Racial Equity Impact Plan**
  - Choose racial equity focus area for the subcommittee
  - Create short- and long-term goals
  - Identify the challenges that exist
  - Engage stakeholders
  - Collect and review data and research
  - Develop action steps and strategies to address racial equity challenge
Academic Achievement

Dr. Barbara Junisbai

Focus areas include:
- Content area achievement scores
- Curriculum and textbooks
- Literacy support
Safety/Discipline/ School Climate

Rolondo Talbott

Focus areas include:
- School discipline practices
- District/police partnership
- Student support services
Staffing

Dr. Frances Kellar

Focus areas include:
Demographics
Hiring Practices
Professional Development
Next Steps

- **Engage**: Engage in additional DAC meetings
- **Continue**: Continue staff stakeholder training
- **Schedule**: Schedule next community forum
- **Develop**: Develop Racial Equity Impact Plans
- **Refine**: Refine recommendations to the Board of Education
Thank you

Any Questions?