

Equity Task Force Update

**Board of Education
February 2, 2021**

Dr. Lisa A. Miller, Assistant Superintendent & Equity Task Force Members

Purpose of Presentation:

- Provide an update on Equity Task Force
 - Members
 - Meetings
 - Areas of Focus
 - Input from Members
 - Next Steps

Equity Task Force Members

Ana Alvarez - Staff

Isaac Huang - Staff

Sandra Martinez-Galvan - Staff

Nadia Lucero - Staff

Déjà Townsend - Staff

Mia Greenidge - Student

Manas Khatore - Student

Roshnee Moorthy - Student

Catherine Xu - Student

Ava Zasloff - Student

Alysia Flamer - Parent

Azaybath Gonzalez - Staff & Parent

Jacques McClendon - Community

José Luis Pino - Prior Parent & Community

Dr. Zenda Mitchell-Abbott - Consultant

Members Volunteered to Speak Tonight

Manas Khatore - Student

Roshnee Moorthy - Student

Catherine Xu - Student

Ava Zasloff - Student

Déjà Townsend - Staff

Meetings

- First meeting took place on September 16, 2020
- Whole group meets approximately two times per month
- Subcommittees meet approximately one to three times per month
- Meetings are scheduled for 60 or 90 minutes
- Dr. Miller facilitates, members lead

Areas of Focus to Date:

- Please remember - we just began and this is not intended to be a conclusive list as the Equity Task Force structure and engagement continues to evolve
- Staff Professional Learning
 - Requested and recommended staff participate in mandatory training on diversity, equity and inclusivity
 - Starting with Central Office Administrators, Principals and Counselors
 - Members shared their stories/experiences of racism and discrimination
 - Professional learning is scheduled monthly

Areas of Focus to Date:

- Student Success
 - Focusing on Social Emotional Learning and college and career readiness
 - Analyzing D/F list and inequities in access and opportunities of different student groups
 - Engagement with families to support them in navigating their child's education
- Curriculum
 - Adding diverse authors and voices and perspectives
 - Required reading of diverse authors and voices and perspectives

Areas of Focus Continued:

- Hiring/Staffing
 - Proposed interview questions to learn about a candidate's background and competency in leading/educating with equity and inclusivity
 - Opportunities for advancement or professional growth for current staff
- Created a central confidential reporting system for incidents of racism, intimidation and harassment
- Created a Diversity, Equity and Inclusivity webpage
- Collaborate with Black Student Union at WHS
- Presented at SEDAC and DELAC meetings

Equity Task Force Member Input

- Why I pursued being on the Equity Task Force
- My experiences so far with the Equity Task Force
- What I hope we accomplish or where I hope we have impact as the Equity Task Force

Next Steps

- Continue to regularly meet
- Schedule time to meet with principals and designated staff to gather more information on existing practices and to discuss potential strategies/actions to become more inclusive
- Provide recommendations to increase and improve equity to CVUSD leadership and the Board of Education
- Review existing structure and consider adjustments for the 2021-2022 school year



Thank you

Questions?