

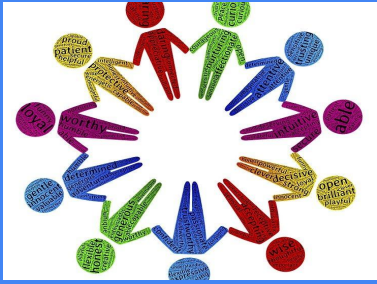
Anti-Bias, Anti-Racism (ABAR) Advisory Committee

June 28, 2023
Felicia Stuckey-Smith
Director, Student Services

ABAR in Action 2023

March 2021- June 2023

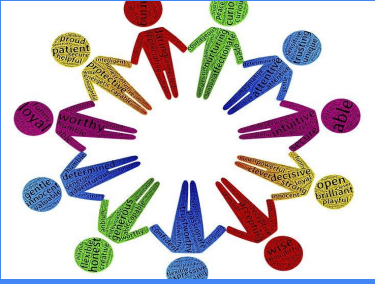
*From Invites, Monthly Zoom Meetings, Courageous Conversations, Surveys,
In-person meetings, presentations to Actionable Items*



Mission Statement

Mission Statement

The purpose of the Anti-Bias, Anti-Racism (ABAR) Advisory Committee shall be to examine issues related to bias, racism, and inequity in the District to actively guide the district in continuously identifying, describing, and dismantling the systemic racism and oppression embedded within our schools and communities. Through the combined efforts of staff, students and community members, the committee will collectively develop actionable steps for the work needed to transform our systems and policies and make recommendations to the governing board on issues related to bias, racism, and inequity.



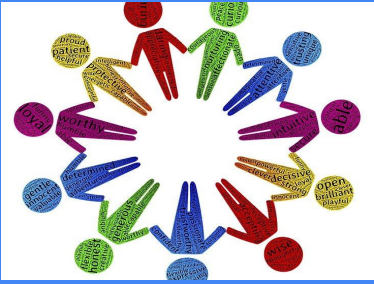
Goals and Group Norms

Goals

1. *To implement and develop a culturally responsive teaching curriculum within all sites to empower our students and staff to speak out against racism and bias.*
2. *To recommend mandatory ongoing equity training for all staff.*
3. *To examine MDUSD's policies and practices where systemic racism may exist and address said policies and practices to prevent the perpetuation of racism and inequity on our campuses.*

Norms

1. *Be prepared to be uncomfortable*
2. *Respect the views and experiences of others*
3. *Be present, participate respectfully and actively engaged*
4. *Be hard on the content and not on the person*
5. *Be willing to self-reflect on your own biases and belief system*



2022-2023 Meetings and Presentations

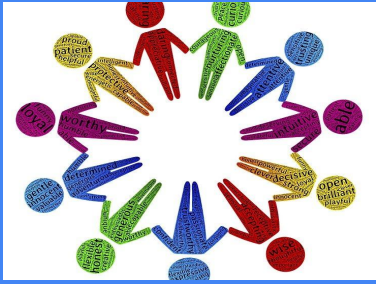
September 27, 2022 Recap, discussion and updates on the June 22, 2022 Board Presentation

October-18, 2022 Hispanic Heritage Month -Latinx Heritage Mes y Mas, School counselors
Presentation- Angela Ordaz, Marcie Torres, Yaretzie Amaya, Leidi Arias

March 15, 2023 How are we Addressing Racism in MDUSD?
Presentations by Adriel Briscoe, Equity Counselor and Dr. Frank Ortega, DVC professor

April 19, 2023 Using the Equity Lens: Addressing the diverse curriculum taught in our schools
Presentations by Susan Hartwig and Megan Gerdts, Curriculum Specialists and
Culturally Responsive Teaching at Cambridge Elementary School by Kathy Flores, retired TOSA

May 17, 2023 Supporting English Learners in our schools -English Learner and Dual Language Programs
Presentation by Carmen Garces, Director of English Learner Support, Kathryn Fireman, Assistant Director and
Amy Fritz, Secondary EL Support Teacher



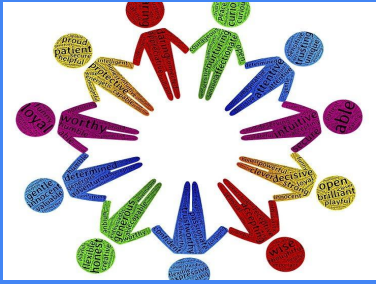
ABAR

Commendations & Recommendations

Through the combined efforts of staff, students and community members, the committee will collectively develop actionable steps for the work needed to transform our systems and policies and make recommendations to the governing board on issues related to bias, racism, and inequity.

- 1. Board of Education*
- 2. Educational Services and School Support Department*
- 3. Human Resources Department*
- 4. Student Services Department*

Commendations The Board of Education



Commendations

1. Established policies

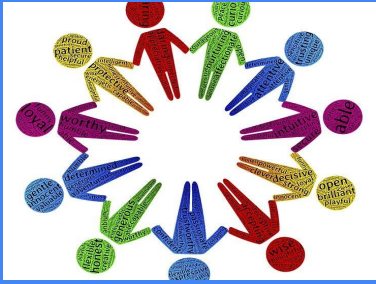
0415 Equity

4030 Nondiscrimination in Employment

5145.9 Hate-Motivated Behavior

2. Approved Resolution 22-23 (59) In Support of Anti Racism

3. Held to two Town Hall meetings (February 21 and May 16) inviting community members and parents to hear their concerns around bias, inequities and racism at sites.

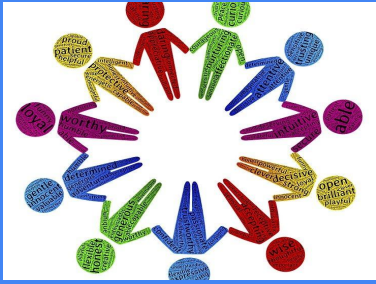


Commendations

Educational Services Department (English Learners and Dual Language Programs, Equity, MTSS, School Support)

Commendations

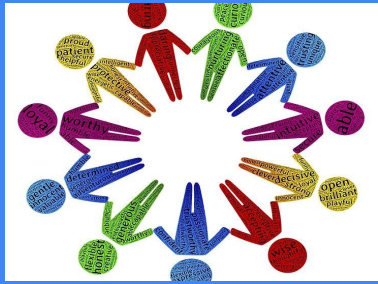
1. Carmen Garces, Director of English Learner and Dual Language Programs, Kathryn Fireman, Assistant Director of English Learner and Dual Language Programs and Amy Fritz, Secondary EL Teacher Support for presenting data to understand the successes and areas of growth to meet the needs of our English Learners.
2. The Equity Department for their ongoing support to Elementary and Secondary Principals to process the harm created from exposure to racist murals, racist incidents and racial slurs on campus and for supporting all Elementary Principals in developing and applying an Equity Lens to their School Plans for Student Achievement (SPSA)
3. Susan Hartwig, Curriculum Specialist and Jorge Melgoza, Equity Department for supporting the Launch of Ethnic Studies course at the high school level
4. Susan Hartwig and Megan Gerdtz, Curriculum Specialist for revising the MDUSD Secondary Supplemental Literature and Nonfiction Reading Lists - Grades 6-12 and presenting at the ABAR meeting
5. Kathy Flores, retired TOSA, supporting Cambridge Elementary with the implementation of Culturally Responsive Teaching and The Brain by Zaretta Hammond
7. Dr. Shelley Jones-Holt for providing "Leading with an Equity Lens" professional development to High School Principals



Recommendations Educational Services Department

Recommendations

1. Schools include in their Single Plan for Student Achievement (SPSA) and Comprehensive School Safety Plans where and how they are addressing issues or incidents related to bias, racism, and inequities.
2. Ensure that teachers assigned to teach Ethnic Studies receive ongoing professional development to develop their capacity to teach the course with fidelity
3. Cambridge Elementary School created a model to support using the text Culturally Responsive Teaching and The Brain by Zaretta Hammond. Consider using this model at other elementary schools.
4. Curriculum Specialists explore opportunities to provide ongoing Professional Development to sites to develop and implement units of study using the MDUSD Secondary Supplemental Literature and Nonfiction Reading Lists - Grades 6-12



Commendations and Recommendations

Human Resources Department

Commendations

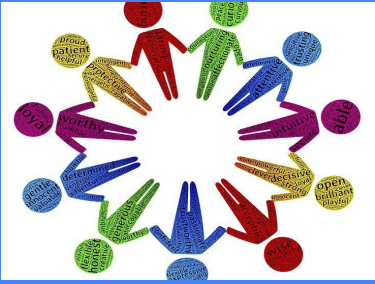
1. Developed new recruiting practices and pathways with specific strategies used to attract, hire, and retain highly qualified staff who reflect the rich diversity of our students and families. (see flier, Recruiting fairs, Hiring Events, TalentEd)
2. Recommending an Anti-Bias training as a condition of employment. (Keenan SafeSchools Anti-Bias Training)

Recommendations

1. Give priority when hiring highly qualified staff schools serving the underserved/low performing students.
2. Explore options for retaining highly qualified staff that reflect the diversity of our student population.
3. Remove hiring barriers by updating the classified candidates tests to align to the specific skills required for the position.
4. Reconsider the salary schedule by honoring new hires credit for total years of experience, not capping at 14 years. (i.e. teachers, counselors)

Commendations and Recommendations

Student Services Department

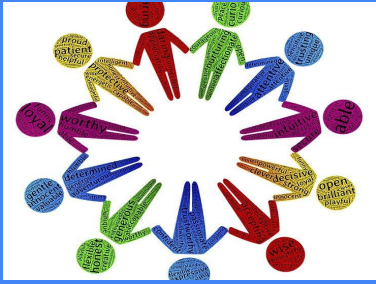


Commendations- TEAM WORK!!!

1. Angela Ordaz, Marcie Torres, Yaretzie Amaya and Leidi Arias, school counselors presented Coffee with the Counselors (Cafecito Con Las Consejera) to parents at Mt.Diablo HS and Shore Acres These chats were open to all families within the MDHS Feeder Pattern.
2. Felicia Stuckey-Smith, Director, Student Services updating the Behavior Matrix and working collaboratively with Stephanie Roberts (Director of Partnership & MTSS) and Jorge Melgoza (Assistant Director of Equity) to incorporate MTSS Framework and Equity practices into the Behavior Matrix and provided a three day professional development opportunity for onboarding new counselors and social work specialists to build community and develop their Equity Lens to identify and address issues related to bias, inequities and racism.

Recommendations

1. Provide ongoing training to administrators on how to address and document student incidents around racial slurs, hate violence and implicit bias.
2. Provide training and resources to schools where their chronic absenteeism and suspension rates are high data and students are not succeeding



Recommendations for all

District - Create a Gold Standard

Theme- Be Kind, Be Respectful, Be Responsible

Lingo- Welcome, How can I help you? Thank you for calling.

Educating
the mind
without
educating the
heart is no
education
at all.

—Aristotle

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Thank you for
supporting the
ABAR Advisory
Committee

*All interested parents, staff and community
members are encouraged to attend our future
meetings.*

