



Addressing Institutional Racism

**District Advisory Committee
Update
April 22, 2021**

“We value the strength of diversity in our schools and community and strive to provide equitable resources and experiences for each child and family we serve. We work to eliminate prejudice and bias among our students and staff. We strive to reach consistently high levels of achievement for each demographic group in our District and to dismantle systemic obstacles to success for all.”



Advocacy for Social Justice

Addressing Institutional Racism and
Educational Inequities in Education

Support for Anti-Racism Training

- › June 3, 2020 - Request for Standing Board Item
- › June 2020 - Summer Institute
- › Summer 2020 - Initial Pilot
- › August 2020 - Professional Development
- › September 2020 - Task Force Launched
- › Fall 2020 - Task Force Pilot #1
- › Winter 2021 - Task Force Pilot #2
- › Winter 2021 - Professional Development
- › March 2021 - Task Force Recommendations
- › March 2021 - Board Approves A2A Staff Training & Equity Audit

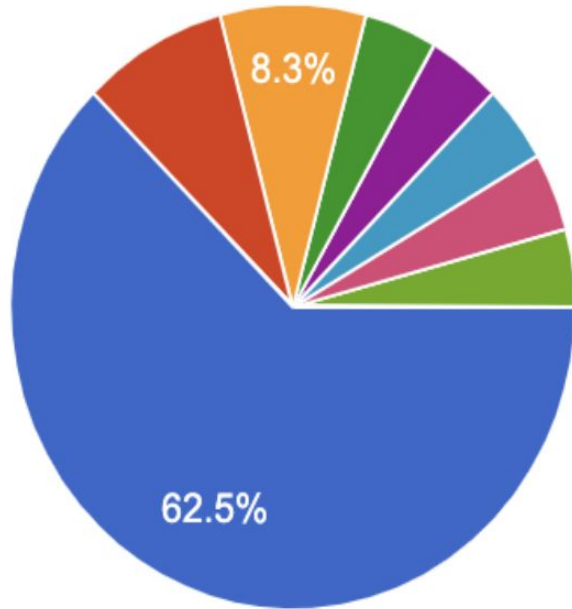
Equity Praxis Group

- “[I enjoyed] The statistics and information shared. Presentation of information, examples, and research...How our own behaviors are impacted by implicit bias.”
- “The information provided was very good, discussion/breakouts felt rushed or stilted partly because of structure, time constraints, partly because of mixed roles of those involved possibly impacting participation.”
- “I felt it was accessible for me as someone with previous experience with trainings such as these. I felt each session was a bit long and may potentially be inaccessible (due to length) to potential participants who have not had experiences with content such as this.”

Ally to Accomplice

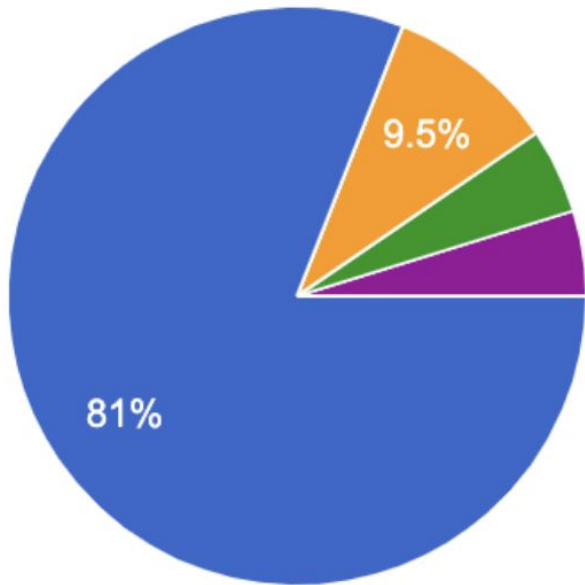
- “So much information! Appreciate the self-pacing and multiple ways to engage and reflect. Acknowledgement that different participants bring different experiences and will respond to the training differently as a result. So many concrete steps for moving forward.”
- “I liked the variety---long videos, short videos, articles, letters, etc. I also liked the reflection pieces like the Google Forms with clickable responses. The optional deeper dives were great too because it allowed us to do just that, dive deep, and into the parts we were especially interested in or needed more learning about.”
- “I enjoyed the processing meetings and getting to hear what other staff at other schools were doing with the information. I also enjoyed the many resources and tips for educators.”

Equity Praxis Group: Did you feel the 6 hour workshop spread out over 2 afternoons was accessible and an effective means of delivery of content?



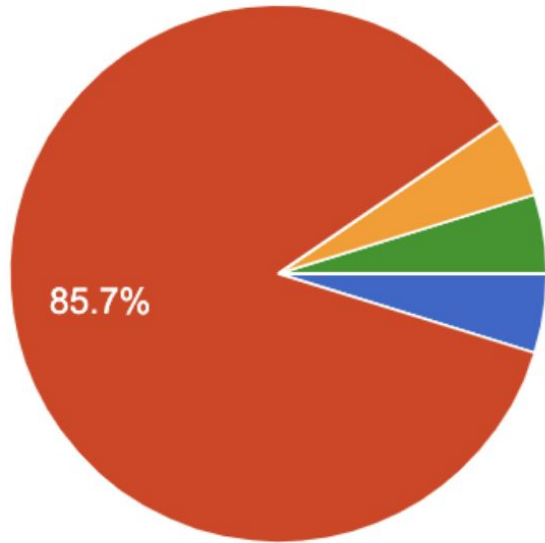
- Yes
- No
- Unsure
- 3 hours in long for such a format. 2hour sessions would have been better and...
- Possibly. The info provided was very good, discussion/breakouts felt rushe...
- I felt it was accessible for me as some...
- I think 3, 2 hour sessions would have...
- Not this workshop. This is why I did n...

Ally to Accomplice: Did you feel the multi-module training spread across 6 weeks was accessible and an effective means of delivery of content?



- Yes
- No
- Unsure
- The recent training was (it sounds like) significantly more interactive than the summer version - in a good way
- I would have added a little more time to complete modules, especially the end modules.

Which Training Experience Would Offer the Best Opportunity for GUSD?



- Equity Praxis Group Implicit Bias Workshop
- Ally to Accomplice Anti-Racism Training
- Either one would be appropriate.
- Neither one would be appropriate.

Task Force Recommendations

March 1, 2021

Recommendation:

- › Partner with Ally to Accomplice for Anti-Racism Training

Modifications for Next Time:

- › More representation of Latinx Community
- › Updates to facilitated meetings
- › Clarity on deeper dives, pacing & structures to continue work after training

Proposal:

Expanded Pilot with Ally to Accomplice

2021-2022

Diversity, Equity & Inclusion (DEI) Training

- › 5 cohorts of DEI Training (Summer, 2 Fall, Winter, Spring)
- › Available to any GUSD employee
- › Site leaders support DEI follow-up conversations

2021-2022 Equity Audit

Survey all 750 GUSD employees

- › Summary report and 3 consultation sessions with A2A
- › Task Force and Leadership use data to target areas of improvement
- › Survey parents/community as phase 2



Voices
from our
GUSD Task Force



The door is
open for
change.

Next Steps:

- › Enrollment in A2A Training
- › Equity Audit, Fall 2021
- › Social Justice & Equity Task Force
Members Support School Communities



Thank you!
Questions & Comments?