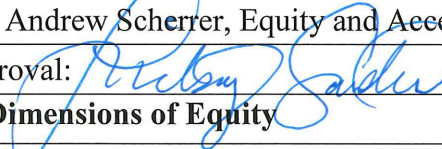


**FRESNO UNIFIED SCHOOL DISTRICT
BOARD COMMUNICATION**

BC Number: EA - 3

From the Office of the Superintendent	Date: February 15, 2019
To the Members of the Board of Education	
Prepared by: Andrew Scherrer, Equity and Access Exec Dir	Phone Number: 457-3842
Cabinet Approval: 	
Regarding: Dimensions of Equity	
<p>The purpose of this communication is to provide the Board information regarding work pertaining to the dimensions of equity. Recently, the Department of Equity and Access formed the Dimensions of Equity (DofE) Steering Committee, with representatives from each department and facilitated by an advisory team. The DofE was formed in order to take an interdepartmental approach to building coherence and ensuring equity is the intentional result of all district-wide decisions.</p> <p>In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement and their overall well-being, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the DofE shall recommend actions to proactively identify class and cultural biases as well as institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access and inclusion to opportunities for all students.</p> <p>The DofE held their kickoff meeting on Monday, January 28, 2019. Due to the depth and sensitive nature of the conversations that can entail, it is important that DofE stakeholders collaborate with intentionality and trust-building activities during these early stages of work.</p> <p>The systematic introduction is as planned:</p> <ul style="list-style-type: none">• In collaboration with Teacher Development, over 150 instructional coaches and teachers on special assignment were prepared as a response team for intervention of inequities and implicit and/or unintentional biases as taught by a partnership with EPOCH Education.• With this “response team” in place, the Dimensions of Equity Steering Committee met to build context, rapport, and outline the importance of work. In March, the DofE will retreat together in a partnership with Inter-Act toward further team and trust building and begin investigating an Equity Board Policy as recommended by the California School Boards Association, the A4 Task Force, and the Special Education report through the Council of the Great City Schools.• Meanwhile, the DofE Advisory Team has been attending Cultural Proficiency Trainer-of-Trainer trainings in order to coordinate the process of introducing this work into our system. These trainings began in September 2018 and will culminate in September 2019.• In the next few weeks, the Board will receive an agenda item for Cultural Proficiency training presenters to come to Fresno Unified on March 26 and 27 in order to co-facilitate cultural proficiency training with three strategic groupings of leaders in our system: Cabinet and Executive/School Leadership, DofE Steering Committee, and Regional Lead Principals volunteering to represent each region in the district.• In the spring, the DofE will recommend an Equity Board Policy to the board for approval.	

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- At the end of this year, our 700+ site and district leaders throughout the system will take part in a compliance-driven NAVEX Diversity and Inclusion training in order to introduce the work system-wide.

The DofE Steering Committee will use the remainder of the year to outline the strategic rollout of equity work through the remaining avenues of Certificated Staff, Classified, Staff, Parents/Guardians, Community Members, and Students. The committee is committed to engaging all groups with strategic partnership, subcommittees, and interdepartmental partnerships.

If you have questions or require additional information, please contact Lindsay Sanders at 457-3471.

Approved by Superintendent:
Robert G. Nelson, Ed.D.



Date: 02/15/19