

Fresno Unified School District
Board Communication

BC Number EA-5

From the Office of the Superintendent
To the Members of the Board of Education
Prepared by: Andrew Scherrer, Executive Director
Cabinet Approval:

Date: October 18, 2019

Phone Number: 457-3842

Regarding: Dimensions of Equity Steering Committee Update

The purpose of this communication is to provide the Board an update regarding Equity and Access's Dimensions of Equity (DofE) Steering Committee and report out status and actions in an effort toward continued interdepartmental building of coherence and ensuring equity is the intentional result of all district-wide decisions.

The DofE recommended Equity Board Policy (0415) to the Board for approval and is proud and appreciative that the board policy is in place as of October 16, 2019 so that the Administrative Regulation(s) (AR) can be developed.

One initial element of the AR is the foundational NAVEX Diversity and Inclusion training to our 700+ site and district leaders throughout the system by the end of the first semester of the 2019/20 school year. As of October 17, 2019, 43% of site and district leaders have completed the training module, with completion planned by December.

The DofE Advisory Team completed Cultural Proficiency Trainer-of-Trainer trainings in September 2019, and 90+ leaders in the system completed thirty-two hours of training, as well. The remainder of the DofE Steering Committee has committed to the same trainings which began this week in Visalia.

In order to evaluate the impact of these trainings before scaling, Equity and Access has continued to commission Hanover Research as a third-party evaluator through use of pre- and post-surveys and focus group interviews. Preliminary findings from surveys suggest that these strategic trainings increased awareness of the importance and commitment to assessing culture, valuing diversity, managing the dynamics of difference, adapting to diversity, and institutionalizing cultural knowledge. The full analysis will be provided once completed.

In addition, the DofE Steering Committee will continue to use monthly meetings to develop school site administrator trainings, as well as 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.

Approved by Superintendent
Robert G. Nelson Ed.D.



Date: 10/18/19