

Fresno Unified School District  
Board Communication

**BC Number EA-1**

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

Date: January 15, 2020

Phone Number: 457-3471

Regarding: Diversity, Equity, and Inclusion (DEI) Praxis Collaborative Update for Quarter 2

The Purpose of this communication is to provide the Board a progress update on the work of diversity, equity, and inclusion in Fresno Unified. In preparation for the new semester, the DEI Praxis Collaborative Advisory Team continued to focus attention on each of four areas of the framework: Cultural Proficiency, Culturally Responsive Practices, Multicultural Experiences, and Social Action in support of the year one goal for all district employees in 2020/21: "Building Your Equity Lens".

The following are 2020/21 progress updates for Cultural Proficiency as the foundational learning and professional learning:

- Tier 1
  - All employees have been provided the link to the NAVEX diversity module with the expected completion at the end of January. To date, 33% of all employees have already completed the module, and schools and departments have been asked to make time for this introductory foundational aspect of Cultural Proficiency training.
  - As an update on school site training, 97 sites have completed and 2 are in process of completing Module #1 (3 hours). For Module #2, 31 sites have completed the training and 68 are in progress. The final module, Module #3, is scheduled for completion in the second semester.
  - For Departments, many are continuing throughout 2020/21 according to various schedules, and the DEI Advisory Team is ensuring there is co-facilitation or provided facilitation for areas that have not typically had district-wide training. For example, all bus drivers and Campus Safety Assistants (CSA) have completed all three modules, and the Nutrition Services leadership team was provided all three modules over Winter break toward designing the most suitable avenue for the remaining employees in the department.
- Tier 2
  - The second Intensive (32-hour) training for 2020/21 will be January 20-21, 2021 and February 24-25, 2021.
- Tier 3
  - The Trainer of Trainer (ToT) (80-hour) training will continue towards completion at the end of 2020/21 with almost 60 additional trainers bringing our certified trainers to over 100. Trainers are called upon for needs through the district as site and department leaders reach out to the DEI Advisory for support or assistance.

The following are progress updates for tiers within Culturally Proficient Practices, Multicultural Experiences, and Social Action that are already in motion for 2020/21:

- The DEI Advisory Team is continuing to work on and develop the accompanying Administrative Regulation (AR) for the Board Policy 0415 in support of the DEI framework.
- The DEI Advisory Team has hosted the second of many quarterly events (Multicultural Experiences, Tier 2) which included the “One Story, Many Cultures” video shown just prior to break which collected cultural celebrations from employees across the district.
- The DEI Advisory Team has put out the second issue of the DEI Newsletter (Culturally Responsive Practices, Tier 1) to all employees towards greater connectivity, sharing, and reflecting on diversity, equity, and inclusion needs and concerns in Fresno Unified.
- The DEI Site Steering Committee, including site representatives across the district, have been meeting for important feedback loops toward improving the Cultural Proficiency training supports, and in preparation for equity walks across the district.
- The Ethnic Studies Leadership and Work Teams (Multicultural Experiences, Tier 1) have been meeting weekly toward developing the Ethnic Studies Pathway essential elements, rubric, and content alignment for presentation to the Advisory Team meeting on January 12, 2021.
- All departments are actively creating and turning in DEI Plans for their respective departments and are provided thinking partnership, collaboration, and check-ins through monthly Steering Committee meetings. A draft plan has been compiled for review with both internal and external partners.

If you have further questions or require additional information, please contact Lindsay Sanders at (559) 457-3471.

Approved by Superintendent  
Robert G. Nelson Ed.D.



Date: 01/15/2021