

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 Scherrer, Executive Director
Cabinet Approval:

Date: March 12, 2021

Phone Number: 457-3471

Regarding: Diversity, Equity, and Inclusion Praxis Collaborative Update for Quarter 3

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 end of the school year, the Diversity, Equity, and Inclusion (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". Additionally, the team is designing and planning for the year two goal for the district in 2021/2022: "Applying 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, almost 60% 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, all sites have completed Module #1 (3 hours). For Module #2, 84 sites have completed the training and 15 are in progress. For the final module, Module #3, 20 sites have completed the training and 79 are in progress. This module is due to be completed by the end of the 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. Some updated examples of this collaboration include all of Maintenance and Operations, Facilities, and Nutrition services being trained throughout March and the beginning of April.
- Tier 2
 - The second Intensive (32-hour) training for 2020/21 was completed as of February 25, 2021 with 20 participants. The final Intensive (32-hour) training for 2020/21 will be May 19-20, 2021 and June 16-17, 2021.
- Tier 3
 - The Trainer of Trainer (ToT) (80-hour) training continues 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 Equity and Access Cultural Response Manager provided the first of many “Cultural Connections” (Multicultural Experiences and Culturally Proficient Practices, Tier 2) towards ensuring avenues for learning, discussion, dialogue, and reflection.
- 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 is hosting the third of many quarterly events (Multicultural Experiences, Tier 2) as a provided “Fireside Chat”.
- The DEI Advisory Team has put out the third 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.
- 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: 03/12/21