

Fresno Unified School District
Board Communication

BC Number EA-3

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

Date: June 18, 2021

Phone Number: 457-3471

Lindsay Sanders (Jun 17, 2021 11:59 PDT)

Regarding: Diversity, Equity, and Inclusion Praxis Collaborative Update for Quarter 4

The purpose of this communication is to provide the Board a progress update on the work of diversity, equity, and inclusion (DEI) in Fresno Unified. As the school year came to an end, 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 team is continuing the design of the year two goal for the district in 2021/22: "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 65% of all employees have already completed the module, and those who were not able are being reached out to individually for completion. This process has shed light on needs of our employees with regard to technology training and access.
 - As an update on school site training, all sites have completed or have scheduled completion of Module #1, #2, and #3. On average, 96.9% of school sites have completed all three modules (8-Hours) and the remaining are scheduled for wrap up during opening of school.
 - For Departments, 97.1% have completed all three modules (8-Hours) with the remaining scheduled for wrap up as soon as possible.
- Tier 2
 - Intensive (32-Hour) training modules are completed for 2020/21 and we have 150 participants who have completed this training. These trainers have been, and will continue to be, called upon towards providing both Foundational Compulsory (8-Hour) and/or Intensive (32-Hour) training.
- Tier 3
 - The Trainer of Trainer (ToT) (80-hour) training concluded in May 2021. Those who were certified join others in our district to bring our number of certified Cultural Proficiency trainers to 70. These trainers have been, and will continue to be, called upon towards providing Foundational Compulsory (8-Hour), Intensive (32-Hour) training, and/or parts of the Trainer of Trainer (ToT) (80-hour) training.

The DEI Advisory and Equity and Access teams are currently working to create a capstone report with Hanover that provides 2020/21 data in review for the opening of school in August 2021 which will include:

- Comprehensive staff self-assessment pre- and post- perception survey analysis for trends both in comparison to the initial 2019 Hanover Research capstone, as well as to other indicators;
- Comprehensive staff system/district assessment pre- and post- perception survey analysis for trends both in comparison to the initial 2019 Hanover capstone, as well as to other indicators;

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: 06/18/21