

Fresno Unified School District  
Board Communication

**BC Number EA-2**

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

Date: August 14, 2020  
Phone Number: 457-3842

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

The purpose of this communication is to provide the Board an update regarding Equity and Access's Diversity, Equity, and Inclusion (DEI) Praxis Collaborative, and outlined actions continuing through the 2020/21 school year and beyond in order to continue an interdepartmental approach to building coherence and ensuring diversity, equity, and inclusion is the intentional result of all district-wide decisions.

When COVID-19 building closures occurred, DEI Praxis Collaborative solidified the framework to ensure diversity, equity, and inclusion work supports and builds upon the Board's adoption of Board Policy 0415 in all avenues of learning. The four areas of the DEI Framework in which all district work reside includes:

- Cultural Proficiency
- Culturally Responsive Practices
- Multicultural Education
- Social Action.

For 2020/21, a foundational focus for the opening of school is largely in the area of Cultural Proficiency. The objective of Cultural Proficiency is to collaboratively provide personnel with the professional learning to build an equity lens necessary for acknowledging and achieving equitable and inclusive outcomes.

At district departments, this includes the following:

- Steering Committee member(s) and department representatives participated in one of the DEI drop-in sessions in July. This was completed the week of July 27, 2020 and 21 individuals representing 14 departments participated live, while the remainder will train using recorded sessions.
- Departments will take part in the 8-hour Foundational Compulsory training led by their department representatives. This will be captured with sign-ins and digital attendance measures and recorded in iAchieve for tracking.
- Training can be done all at once or spread over the school year, depending on the needs of each department.
- Each department staff member will continue to "Build Your Equity Lens"; the Year 1 Goal for DEI.

At school sites, this includes the following:

- All principals participated in a DEI framing session last week of June to reengage in previous learning, develop understanding of the DEI framework, and set expectations of Cultural Proficiency learning for the 2020/21 school year.
- School site representatives participated in one of the DEI drop-in sessions in August. This was completed the week of August 3, 2020 and 170 individuals representing 88 sites participated live, while the remainder will train using recorded sessions.

- School sites will take part in the 8-hour Foundational Compulsory training led by their site representatives. This will be captured with sign-ins and digital attendance measures and recorded in iAchieve for tracking.
- The 8-hours will be staggered over about four different sessions:
  - Module #1 (3-hours) during Institute days for opening of schools
  - Modules #2 and #3 (2-hours each) offered throughout the school year.
  - One 1-hour “Choice” Module from various options
- Each school site staff member will continue to “Build Your Equity Lens”; the Year 1 Goal for DEI.

While departments and school sites are training all employees through the year, the DEI Advisory, Steering Committees, and Race and Social Action Student Councils will continue to support actions in the other three areas of the framework: Culturally Responsive Practices, Multicultural Experiences, and Social Action. Some of the actions are as follows:

- DEI Advisory and Steering Committees continue to engage in building an Administrative Regulation (AR) that includes steps to ensure translation of Board Policy 0415 into action. Foundationally, this AR includes the addition of the Diversity and Inclusion NAVEX one-hour training module for all employees throughout the system, which will be opened for all staff this Fall.
- DEI Steering Committee and department partners will use the first semester to align actions in their respective departments to the tiers in each area of the framework through Department DEI Plans. These plans will be developed and then reviewed by a third-party entity at the end of the semester.
- DEI Site Steering Committee will use the first semester to provide feedback to the system regarding Cultural Proficiency learning and the development of Equity Walks. Additionally, through the School Plan for Student Achievement (SPSA) development, school sites will utilize the Cultural Proficiency learning to ensure the plan incorporates actions that are aligned to the DEI framework.
- DEI’s primary Tier 3 component in the areas of Culturally Responsive Practices and Social Action is the continued focus as a Cultural Proficiency Response Team. In partnership with various entities and departments, including recommendations from the American Civil Liberties Union (ACLU) and our Human Resources team as well as support from the Board, Equity and Access hired a Cultural Proficiency Response Team manager, who has already been working in tandem with various departments to create culturally responsive actions in support of assessing, responding, and repairing in times of cultural blindness, incapacity, and destructiveness.
- A Race and Social Action Student Advisory Council has been meeting this summer, and they are in the process of developing their mission statement and plans for recruitment for their site Race and Social Action Councils. Throughout the year student site councils will engage in learning around leadership and cultural proficiency as well as work to develop actions that they can implement at their sites to promote a culture of diversity, equity and inclusion.

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

Approved by Superintendent  
Robert G. Nelson Ed.D.



Date: 08/14/2020

Fresno Unified School District  
Board Communication

**BC Number EA-3**

From the Office of the Superintendent

Date: September 11, 2020

To the Members of the Board of Education

Prepared by: Andrew Scherrer, Executive Director of Equity & Access

Phone Number: 457-3842

Cabinet Approval:

Regarding: Diversity, Equity, and Inclusion (DEI) Praxis Collaborative Training(s)

The purpose of this communication is to provide the Board a timeline of trainings and opportunities regarding the Diversity, Equity, and Inclusion (DEI) Praxis Collaborative in order to continue an interdepartmental approach to building coherence and ensuring diversity, equity, and inclusion is the intentional result of all district-wide decisions.

COVID-19 building closures may have hampered the ability to meet in groups, yet the DEI Advisory Team pivoted to an online model of Cultural Proficiency training and professional learning in a variety of ways to accomplish training in our Tiers 1, 2 and 3.

Tier 1 Cultural Proficiency training includes:

- School site led 8-hour Foundational Compulsory training module(s) in three primary segments of “Opening of School”, “Semester 1”, and “Semester 2”. Each segment corresponds to a module of learning supported by drop-in sessions and Advisory Team coaching. School sites should have completed at least five hours of modules by December 2020, and the remaining hours by June 2021.
- Department led 8-hour Foundational Compulsory training module(s) are at department discretion as to schedule, and departments are sharing those plans with the Advisory Team through the DEI Steering Committee meetings.
- Any employee absent through Tier 1 training will have the opportunity to make-up the module(s) through an online learning platform, Fresno Unified’s Teachable.com account.

Tier 2 Cultural Proficiency training includes:

- Two 32-hour Intensive training opportunities for those interested in more in-depth training are available in the first and second semesters as follows:
  - Semester 1:
    - September 23rd, 2020 (Day 1)
    - September 24th, 2020 (Day 2)
    - October 28th, 2020 (Day 3)
    - October 29th, 2020 (Day 4)
  - Semester 2: Four dates to be determined, pending COVID 19 closure status
- An 80-hour Trainer of Trainer (ToT) training opportunity for those interested in becoming a trainer towards furthering personal, professional, and district growth is as follows:
  - Phase 1:
    - October 20th, 2020
    - October 21st, 2020
    - November 13th, 2020

- Phase 2:
  - January 12th, 2021
  - January 13th, 2021
  - February 20th, 2021
- Phase 3:
  - April 16th, 2021
  - April 17th, 2021
  - May 7th, 2021
  - May 8th, 2021

Tier 3 Cultural Proficiency training includes:

- Multiple 8-hour Drop-In Foundational Compulsory Districtwide trainings with various emphases based on request, need, and theme are as follows:
  - October 12th, 2020
  - November 9th, 2020
  - December 14th, 2020
  - January 11th, 2021
  - February 1st, 2021
  - March 8th, 2021
  - April 12th, 2021
  - May 10th, 2021

Alongside these trainings, the DEI Advisory Team has already scheduled the first of our DEI Quarterly Events. The Board will receive an invite to the "Pushout" documentary watch party on October 1st, 2020 and the cultural chat that will follow on October 8th, 2020. Mark your calendars, and join one of many aspects of the Multicultural Experiences area of the DEI Framework.

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

Approved by Superintendent  
Robert G. Nelson Ed.D.



Date: 09/11/2020

Fresno Unified School District  
Board Communication

**BC Number EA-2**

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

Date: October 23, 2020

Phone Number: 457-3471

Regarding Diversity, Equity, and Inclusion (DEI) Praxis Collaborative Update for Quarter 1

The Purpose of this communication is to provide the Board with a progress update on the work of diversity, equity, and inclusion in Fresno Unified. In preparation for the beginning of school, the DEI Praxis Collaborative Advisory Team enhanced the district framework using the Multi-Tiered Systems of Support (MTSS) to allow focus and attention to each of four areas of the framework: Cultural Proficiency, Culturally Responsive Practices, Multicultural Experiences, and Social Action. The year one goal for all district employees in 2020/21 is "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 will participate in NAVEX diversity module in the first semester of 2020/21.
  - For the Opening of School, School Site Module #1 (3 hours), 76 sites have completed the training and 24 are in process. Module #2 is in progress until the end of the first semester of 20-21, and Module #3 is scheduled for completion in the second semester.
  - For Departments, many have started and are continuing throughout 2020/21 according to various schedules.
  - The DEI Advisory Team is collecting pre-assessment survey data to analyze against baseline and reviewed literature and continues to collect participation through i-Achieve for reporting in the near future.
- Tier 2
  - Intensive (32-hour) training has been completed by 23 School Site Principals and 57 Department Leaders in Spring/Fall 2019 (80 participants total), and 43 School Site Employees and 8 Department Leaders are in progress for completion at the end of October 2020 (51 participants total). This training will be repeated starting in January 2021.
- Tier 3
  - Trainer of Trainer (ToT) (80-hour) training has been completed by 8 participants in 2018/19, 27 participants in 2019/20, and 74 participants are in progress for completion at the end of 2020/21. 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 working on and developing the accompanying Administrative Regulation (AR) for the Board Policy 0415 in support of the DEI framework.

- All departments are actively creating DEI Plans for their respective departments and are provided thinking partnership, collaboration, and check-ins through monthly Steering Committee meetings.
- 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 Board and the forthcoming Advisory Team meeting in December 2020 according to the Ethnic Studies Resolution.
- The DEI Advisory Team has hosted the first of many quarterly events (Multicultural Experiences, Tier 2) which included a voluntary viewing of the “Pushout” documentary as well as a subsequent cultural chat with over 200 participants.
- The DEI Advisory Team has put out the first 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.

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: 10/23/2020