



Equity.
Diversity.
Social Justice.



School Board Meeting
September 13, 2017



Background



April-May, 2017

Reports of anti-semitism, racial slurs, students feeling unsafe or unwelcome at Piedmont High School

Investigation of incidents, student suspensions, student assembly, administrator outreach, student-led discussions, community discussions, restorative justice, letters to the community, commitment to staff and student training (LCAP)



LCAP Goal 1



All students will feel physically safe, emotionally cared for, and academically and socially included in their school environment.



Goal 1: Actions & Services



1.1 Equity, Diversity, and Social Justice **Professional Development for Staff**

1.1a Develop a **multi-year plan for training all staff** on how to become aware of, seek out, and eliminate systemic barriers that prevent the realization of a positive and inclusive teaching and learning environment for all

1.1b **Work with organizations and consultant services** who provide trainings on how to create school cultures that value and respect all individuals and serve all groups, regardless of protection by law, including but not limited to groups identified by: age, appearance, ethnicity, gender, gender identity, gender expression, language, race, religion, sexual orientation, socio-economic status, visible or invisible disabilities

1.1c **Explore the use of culturally responsive teaching practices** as an instructional approach to integrating students' unique cultural strengths within the curriculum



Teaching Tolerance Training

August 7-11, 2017



Social Justice Standards/Anti-Bias Framework - Presented by Sara Wicht, Teaching Tolerance and co-author of *Perspectives for a Diverse America*

August 7: Administrators, counselors, psychologists (32 attendees)

August 8-9: Middle and high school English and History, some elementary classroom teachers (47 attendees)

August 10: District office, classified, certificated, rec dept, police officers (175)

August 10 (6-9pm): School Board, chiefs of fire and police, city council, parent club leadership, parent support group leadership, PADC, admin, high school students (40)

August 11: Certificated staff (day 2 of TT), paraeducators (intro to RJ)



Update on Action 1.1



1.1 Equity, Diversity, and Social Justice Professional Development for Staff

- **Develop a multi-year plan**
 - Topic of focus for admin meetings--debrief and process August training 8/22, Restorative Justice (RJ) practices intro 8/28, debrief RJ intro 9/5, intro to ADL 9/19, RJ intro w/School Board 10/17--professional learning component at admin mtgs
- **Work with organizations and consultant services**
 - Sara Wicht, Teaching Tolerance
 - Museum of Tolerance
 - Ina Bendich & Cory Wechler, Restorative Justice
 - Jacqueline Regev, Anti-Defamation League
 - Joel Baum, Gender Spectrum
 - Natasha Singh, Independent Consultant



Next Steps



1.1 Equity, Diversity, and Social Justice Professional Development for Staff

- Introduction to Restorative Justice w/ School Board and Admin Team October 17th
- Sara Wicht returning in February- lead additional training with PUSD staff and community
- Museum of Tolerance--*Perspectives of a Diverse America* training
- Facing History and Ourselves--webinars, videos, publications (Holocaust and the Human Behavior), training at MOT (Young Adult Lit teaches the impt of identity, history, choices)
- Ina Bendich & Cory Wechler working with individual sites on Restorative Justice
- Jacqueline Regev- No Place for Hate, Anti-Bias Training, Anti-semitism curriculum
- Gender Leadership Teams providing training for staff on the dimensions of gender
- Natasha Singh training high school staff & students on how to talk about consent (yr 2)
- Equity and social justice discussions embedded in content area work (ELA, math science)



Goal 1: Actions & Services



1.2 Equity, Diversity, and Social Justice **Partnerships and Community Engagement**

1.2a **Partner with local organizations** to advance the work related to equity, diversity, and social justice within Piedmont Schools and throughout the city of Piedmont

1.2b **Engage parent and community support groups in discussions** about membership, participation, and their organization's mission through the lens of equity, diversity, and social justice



Update & Next Steps Action 1.2



1.2 Equity, Diversity, and Social Justice Partnerships and Community Engagement

- Partner with local organizations and engage parent and community groups
 - Piedmont Appreciating Diversity Committee (**PADC**)
 - Anti-Defamation League (**ADL**)- Bullying Workshop Prevention for Parents
 - Jewish Families of Piedmont (**JFP**)- District partnership
 - Teaching Tolerance--Sara Wicht returning in early February
 - Restorative Justice--Ina Bendich & Cory Wechler
 - Gender Leadership Teams (PMS and Tri-School) available to lead presentations on the dimensions of gender for parent organizations
 - Futures Without Violence--Coaching Boys Into Men (CBIM)--coaches and athletes
 - Natasha Singh--workshops for students include a parent education component



Goal 1: Actions & Services



1.3 Equity, Diversity, and Social Justice Student Education and Intervention

1.3a **Educate and model for students** the importance of being an inclusive, welcoming, and respectful community of people who value others for their varying human characteristics, ideas, cultural practices, belief systems, worldviews, identities, experiences, and demographic differences

1.3b **Teach students appropriate ways to advocate for and speak up** on behalf of themselves and others who face bias, discrimination, and exclusion from activities that prevent them from reaching their full potential

1.3c **Research restorative practices** to complement or serve as an alternative to traditional approaches to discipline



Update & Next Steps Action 1.3



1.3 Equity, Diversity, and Social Justice **Student Education and Intervention**

- Diversity Committee--MHS and PHS admin, teachers, students, district admin
- High school assembly on November 13th
- MHS and PHS Admin: “listening campaign”
- Student Voice Collaborative--”share your voice” events
- Researching The Mosaic Project (4th and 5th graders)
- Becoming an Ally Workshop with Students--Anti-Defamation League
- Teaching Tolerance resources: Let’s Talk! and Speak Up at School



Board & Community Feedback



What student needs have not been addressed?

Are there identity groups who feel unwelcome/unsafe?

We want to hear from you!

[Speak Up!](#) - an anonymous way for students to let us know what's on their mind