



Preparing every student to thrive in a global society.

East Side Union High School District Next Steps – Unpacking Systemic Racism in our Schools

June 15, 2020

Throughout our nation's history, institutional and structural racism and injustice have led to deepening racial disparities across all sectors of society and have lasting negative consequences for our communities, cities, and nation. Historically, when Black people have fought for a more democratic society, the lives of all people have improved and, conversely, each time barriers to Black people's potential have been erected, our whole society has suffered.

On June 11, 2020, the East Side Union High School District Board of Trustees, adopted by unanimous decision, Resolution #2019/2020-42 Declaring that Black Students, Families, and Staff Matter. In 2012, the Board of Trustees passed Equity Board Policy #0105 setting the framework to address the institutional and structural racism that has persisted in the public-school system since its inception.

Over the past three years, the East Side Union High School District has focused on **building equitable communities** where:

- **ALL** learners are **welcomed** as they are
- **strengths** and areas of **growth for all learners are known and supported**
- adults **positively respond** to the social-emotional, wellness, and academic needs of all learners
- **ALL** learners engage with **tasks** that develop the strategic thinking skills for **FULL** participation in their local communities and the global society

In the 2018/19 school year, every member of the organization was invited, encouraged to attend Implicit Bias training. Since then, over 90% of all employees have gone through the training and we have incorporated implicit bias training into our onboarding for new teachers at the beginning of each school year.

In addition, ESUHSD has been monitoring and addressing the disproportionality between student groups when looking at our Key Performance Measures, such as the graduation rate, dropout rate, and A-G completion rates, as well as our student referral rate, suspension rate, and citation rate.

ESUHSD has been focused on addressing the opportunity gap and the achievement gap for many years. Specifically, our LCAP is a clear example of being purposeful with our actions.

In responding to the injustice and inequalities that have been further magnified in our educational system as a result of the recent deaths of George Floyd and Rashard Brooks, I'm proposing the following recommendations for endorsement by the Board of Trustees:

Issue/Action	Timeline
<ul style="list-style-type: none"> Eliminating police resource officers from being hired on our campuses during the school day 	Budget Item Removed 2020/21
<ul style="list-style-type: none"> Establishing a task force or use existing structures consisting to engage school stakeholders on implementing a clear policy of supervision and safety protocols at each of our schools 	August/September 2020
<ul style="list-style-type: none"> Increasing student voice, in particular, the voices of our Black and Latinx students, to current structures: adding students to Instructional Policies Committee (IPC), Stakeholder Equity Committee, LCAP Student Committee, School Site Council 	Fall 2020
<ul style="list-style-type: none"> Superintendent immediately convenes employee meetings with our employees of color, specifically with our black, Latino and Vietnamese employees 	July 2020
<ul style="list-style-type: none"> Develop a clear process for the implementation of Ethnic Studies framework and graduation requirement 	Fall 2020
<ul style="list-style-type: none"> Investigate the process for implementing student feedback regarding classroom experience 	Fall 2020
<ul style="list-style-type: none"> Review district wide curriculum and training for students regarding sexual harassment and dating violence. Determine best format and timing for district wide training. 	July/August

We must work together to eliminate racism and racist acts within our schools and uplift our students and employees of color. The time is right to face our challenges, have courageous conversations about race, and build from our successes.