



**BURBANK**  
UNIFIED SCHOOL DISTRICT

# Diversity, Equity, and Inclusion (DEI) Committee Update

June 2<sup>nd</sup> , 2022

# OVERARCHING DEI GOAL & APPROACH

**Overarching goal:** To conduct a thorough audit of Diversity, Equity and Inclusion in BUSD and make recommendations regarding future implementation of policy, practice, instruction and engagement.

- Focus on long-term, sustained work.
- Engage multiple stakeholder groups, including but not limited to: students, teachers, certificated staff, classified staff, administration, parents and caregivers.
- Conduct formative and summative assessment focused on impact of DEI training on teacher efficacy and content changes
- Conduct formative and summative assessment focused on impact of DEI training from student perspective
- Provide regular updates to Board of Ed regarding the achievement of said goals
- Addressing the culture and organization through research and assessment

# AREAS OF IMPROVEMENT BASED ON SURVEY FINDINGS

## Employees

- Fair compensation for all staff.
- Transparency for advancement/promotion for employees.
- Protocols to address issues of racism.
- Professional development for all staff to help promote equity at their job site.

## Students

- Taking appropriate action in response to incidents of harassment and discrimination.
- Creating safe spaces at school campuses to ensure students can show up as their full authentic self without fear of shame or judgement from other students.
- Creating an inclusive environment that support all students background, cultural and race/ethnic identity and gender/sex identity.
- Protocols to address issues of racism

## Parents

- Race/ethnic diversity amongst instruction staff and school leadership
- Resources to learn more about racial justice issues.
- Diverse instructional materials and access to materials.
- Protocols to address issues of racism.
- Ongoing professional development.

# DEI STRATEGIC ACTION PLAN BASED ON IMPROVEMENT AREAS

## Diversity

❖ **Goal** – to create a school environment that allows for students to feel safe, supported in their identity and protected if any situations arise that harass or discriminates how they identify.

### ❖ **Action Item**

- Creating a document on transparency of rights and procedures to address incidents of harassment or discrimination that is visible to BUSD community.
- Defining discrimination and harassment for all schools through inclusive and equitable protocols that are showcased in every classroom and school campus.
- Seeing yourself in your school (ex. curriculum, staff, school visuals, school cultural events).
- Defining unique cultures in events, materials, and curriculum (ex. Ungrouping people of color and recognizing each race/ethnic background).
- Normalize diversity in our BUSD culture by embodying DEI in every aspect of education (ex. Diverse teachers, diverse curriculum, diverse and inclusive events, diverse supplemental materials and books).

## Equity

❖ **Goal** – to ensure our hiring practices are equitable and the staff is representative to our BUSD demographic.

### ❖ **Action Items**

- Hiring diverse staff to ensure we are representative of our entire student community.
- Going to universities to host career fair for diverse staff.
- Develop an equity framework for hiring new staff
- Multicultural career fair to hire diverse staff.
- Non-teaching positions opportunities for people of color.
- Attracting from employment opportunities from other districts
- Develop a plan to provide pay equity for staff

# DEI STRATEGIC ACTION PLAN BASED ON IMPROVEMENT AREAS (CONT)

## Inclusion

❖ **Goal** - to ensure our curriculum and educational materials are representative of our students' identities and cultural and ethnic heritage.

### ❖ **Action Items**

- Standardized diverse supplemental materials throughout the district.
- Including diverse reading materials for in-class libraries.
- Representation of school and district marketing materials.
- Provide transparency for career advancement/promotion for all employees.
- Providing materials and resources to support our neurodiverse student community.

## Professional Development

❖ **Goal** – to ensure our staff and leadership team continue developing their knowledge and skills to provide an inclusive and equitable educational environment in the workplace and in classrooms.

### ❖ **Action Items**

- Training of all staff and temporary staff on inclusivity and DEI best practices (ex. cultural sensitivity in classroom engagement and interaction) with students and employees on school campuses.

## Racial Justice

❖ **Goal** – to create a school and work environment that is safe for all identities and cultural background. To ensure the protocols are in place are effective, inclusive and equitable when addressing issues of racism..

### ❖ **Action Items**

- Prevention of racial incidents through training and protocol. Sharing school wide of what protocols are in place to address issues of racism.
- Implementing a communication tool to inform parents and BUSD community on resources for racial justice.
- Providing resources for racial justice at the wellness centers
- Providing mental health and healing therapy by a licensed POC therapist for students who need healing and a safe space
- Implement restorative justice practices to combat discipline and bring healing to those who are harmed.

# DEI STRATEGIC ACTION PLAN BASED ON IMPROVEMENT AREAS (CONT)

## LGBTQ+ Justice & Representation

- ❖ **Goal** – to create a school and work environment that is safe for all identities and cultural background. To ensure the protocols are in place are effective, inclusive and equitable when addressing issues of LGBTQ incidences.
- ❖ **Action Items**
  - Prevention of LGBTQ incidents through training and protocol. Sharing school wide of what protocols are in place to address issues of harassment or discrimination..
  - Implementing a communication tools to inform parents and BUSD community on resources for LGBTQ inclusivity.
  - Providing resources for LGBTQ at the wellness centers
  - Providing mental health and healing therapy by a LGBTQ therapist for students who need healing and a safe space.
  - Implement restorative justice practices to combat discipline and bring healing to those who are harmed.

# Appendix

- Highlights of Students Lowest Response
- Highlights of Students Lowest Response
- Highlights of Students Highest Response
- Highlights of Students Highest Response
- Highlights of Parents Lowest Response
- Highlights of Parents Highest Response
- Highlights of Parents Highest Response
- Lowest Response Student Data by Race and Gender
- Lowest Response Student Data by Race and Gender
- Highest Response Student Data by Race and Gender
- Highest Response Student Data by Race and Gender
- Lowest Response Parent Data by Race and Gender
- Lowest Response Parent Data by Race and Gender
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