

Los Angeles Unified School District
Human Relations Diversity & Equity
full-day retreat
June 10, 2019

In attendance

Abelsson, Mark,

Wilson, Kaaras

Boyd, Tisha

De La Rosa, Gary

Staff:

Jacobs, Bud

Judy Chiasson

Kakassy, Allan

Rivlin, Shelley

Facilitator:

Toma, Robin

Regaldao, Ray

Germaine Watts, Joyce

Formally begin at 9:45

Debrief on the Human Relations Award:

- Décor and food were impressive
- Students feel honored; positive energy in the room; students were inspirational
- Some (not all) board members and executive staff attended
- Mic time needs to be better managed
- Don't rely solely on principals to facilitate the applications; expand outreach to support staff, e.g., SMH, RJ, Assistant Principals.
- Desire more media
- Possibly have a theme, possibly linked to civics or the election

ADL is offering World of Difference trainings to the Human Relations Awards recipients. ADL will fund raise for their costs; the schools need to manage their internal costs. Would like to reach out to the schools for a 3 to 6 hour training on anti-bias and anti-bullying, examining and challenging bias, and becoming an ally.

Watts wondered if the District would fund the participation of other schools?

Strategic plans of commission for 2019/20

- Come up with 3 priority areas
 - Homelessness
- Enhance human relations awards
- Direct contact with the board
- Commission wants to understand the restructuring of service delivery
- Need a clear understanding of how (past and future) we measure our success and process?
 - De la Rosa feels we need 3-4 focused committees who do work outside the monthly commission meeting. Advocates for robust minimalism

- Mark thinks that what undermines our work is a vision that we are more than what we are. Case in point, often don't have forum. Be realistic about what the capacity is of the commission
- Kakassy says we need to bring ideas to group who will rank its priority
- The awards are a clear initiative that are distinctly attributable to the commission. Other efforts may be 'nudges' that contribute to the district's trajectory, but it will be extremely difficult to isolate the value of the Commission's effort.
- Consider more branded activities.
- Catherine: Her focus was- equity what it is or not for students- issues of need—these are state issues, state, LAUSD...is it too huge to give attention to? Students of color needs and continue to be at the bottom
- Ray: these issues hit hard on the streets... people feel helpless...
- Joyce: issue with Af.Am and equity. LAUSD is it looking at the needs of at risk students. Is there a way to align with others to add to helping with systemic issues? Perhaps we do a study for 6 months to know issue of equity in schools. This is a study as one of three priorities
- Consider inviting someone from Access & Equity to sit on the commission
- Three priorities:
 - 1. Homelessness
 - 2. Civic engagement
 - 3. Equity the focus of it will be refined after research.
 - Improve partnerships with board members
 - Disproportionality in suspension
 - Cultural competency
 - Breadth v. depth – educational equity
 - Consider positive, strengths based, solution orientated perspectives

Work Plan

- Identify problem, research, decide if it should be brought to the Commission, commit to follow through until completion
- Must be a way to check the progress
- Working committees who report monthly:
 - 1. Human relations awards
 - 2. Housing instability
 - 3. Civic engagement
 - 4. Equity
 - How can the issue of the N-word be addressed? It's not equity, per se, and doesn't fit in the three priorities, but perhaps more school climate. Struggling with 'where' to take the conversation. Stickier situation about 'who.' Wonder if this is a leadership issue. School leaders are hungry for practical tools. Boyd recommends that schools should handle it in the same way as a profanity. Consider establishing an ad hoc committee and possibly a resolution to the superintendent.
 - Current district foci: Social emotional learning, trauma, gun violence
- Mid june pitch letter from Gary de la Rosa to all commissioners and all board members/hosts about committees' foci for the upcoming year.

- Time lines:
 - June – committees formed
 - July – all committees will meet
 - August – committee report back at the Commission meeting as to their foci and mission
 - October – first board report
 - January – Board report during board meeting
 - May – awards
 - June – Final report

Committees will do gather info on existing district & community policies and efforts and outside research to propose goals and metrics for assessments.

1. Housing instability - Shelley
2. Human Relations Awards – Bud Jacobs
3. Civic Engagement – Allan
4. Equity – Katherine & Joyce
5. Ad hoc on cultural awareness & “N” word – Joyce & Annie

Membership development

- Melvoin & Goldberg are unfilled
 - Mark will reach out to Krystal, BM Garcia’s representative
- Need a parent, possibly from PACE
 - Allan will reach out to PACE

Joyce Germaine Watts would like the executive committee to discuss whether she can officially serve as a representative of Village Nation

Toma – increase incidents of hate and bullying. Time to institutionalize the work. County is launching an anti-hate campaign for people to report allegations of bullying and hate and connect communities who are being targeted. Working with county to extend required implicit bias trainings institutionalized. Seventy percent of the 100,000+ county employees have had a full-day training on implicit bias by Dr. Bryant Marks facilitator or on-line course. GARE – Government Alliance for Race & Equity. The effect has been each team committed to take it to the next level.

Toma asks how the District supports housing instability, whether teachers are sensitized to its impact,