

# Setting the MUSD Diversity Equity & Inclusion Plan in Motion

September 11, 2023



# Our Commitment

MUSD is committed to ensuring we honor, include, and lift all voices in our school community. We will continue to build out resources and provide opportunities to engage staff, students, families and community members to have the tools to identify and interrupt racism and social injustice.



# Guiding Questions

1. How do we (all) show up every day where students feel a sense of belonging?
2. How do inequities show up in our District?
3. How do we address these inequities?
4. How do we disrupt our current inequitable practices?



# District Priority: LCAP Goal #5

All members of MUSD will develop supportive student relationships by providing positive learning environments. This development includes fostering anti-racist and social justice policies and procedures to ensure all students have access to resources and opportunities available within MUSD.

## **School Plan for Student Achievement (SPSA) Goals**

Each MUSD School has a SPSA goal that aligns with LCAP Goal #5

Example: All members of AHS will develop supportive student relationships by providing positive learning environments. This development includes fostering anti-racist, and equitable policies and procedures to ensure all students have access to resources and opportunities available within AHS.

# Centering Equity

## 2020-21

- Board Resolution
- Racial Equity Committee
- Community Meeting
- Partnership w/Dr. Lori Watson & Deborah McKnight
- Launch of Racial Equity Trainings for Staff, AC & Parents
- Launch of MUSD Racial & Social Justice Website
- Grading for Equity Cohorts
- Update to K-5 Classroom Libraries
- Development of LCAP Goal #5

## 2021-22

- Launch of Equity Team Leaders (ETL)
- ETL trainings w/ Dr. Watson
- Parents for Racial Equity Series
- Con't Grading for Equity
- Curriculum Considerations
- Exploration of Student Series
- Updated interview practices through an equity lens
- Drafting of MUSD Diversity, Equity and Inclusion Plan

## 2022-23

- Sites aligned SPSA goals to LCAP
- DEI Newsletter to all MUSD Staff
- Expansion of Equity Team
- PD to Staff and Administrators
- Diversification of Literary Texts
- AHS Systemic Equity Review & Blueprint for Equity Action Plan
- Board Approved the MUSD Diversity, Equity and Inclusion Plan
- MUSD Awarded the Antibias Grant for \$200,00 (2022-2026)
- Researching partnerships for Student Trainings

# Antibias Grant

- **July 2022:** California Department of Education (CDE) announced Antibias Education Grant (2022-23 - 2025-26)
- **August 2022:** MUSD submitted application requesting \$200,000 (maximum)
  - Student Leadership Program
  - Address gender identity/sexual orientation biases
  - Monitor and implement DEI plan
- **February 2023:** CDE posted final awards
  - 137 applications-75 LEAs selected
  - MUSD Grant Recipient: \$200,000
- **March 2023:** CDE hosted Technical Assistance Webinar
- **May 2023:** Antibias Grant Webinar hosted by CDE & National Equity Project

*Object Code	Line Item	Year 1	Year 2	Year 3	Year 4
1000	Certified Salaries	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
2000	Classified Salaries	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
3000	Employee Benefits	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00
4000	Books and Supplies	\$0.00	\$5,310.00	\$500.00	\$500.00
5000	Services and Other Operating Expenditures	\$0.00	\$0.00	\$0.00	\$0.00
5100	Subagreements for Services	\$0.00	\$9,250.00	\$3,000.00	\$3,000.00
5200	Participant Travel/Project Staff Travel	\$0.00	\$3,389.00	\$1,000.00	\$1,000.00
5800	Professional/Consulting Services & Operating Expenses	\$0.00	\$59,667.00	\$40,352.00	\$40,352.00
6000	Capital Outlay	\$0.00	\$0.00	\$0.00	\$0.00
7000	Indirect Costs	\$0.00	\$3,884.00	\$2,398.00	\$2,398.00
	<b>TOTAL:</b>	<b>\$0.00</b>	<b>\$89,500.00</b>	<b>\$55,250.00</b>	<b>\$55,250.00</b>

# Diversity, Equity and Inclusion Plan

Board Approved May 8, 2023

## Culture and Climate

GOAL: MUSD recognizes that an inclusive culture and climate are essential to students' wellbeing. MUSD will build an antibias and anti-racist culture and climate that promotes belonging, equity and mutual respect.

## Focus Areas

Provide opportunities for student voice, student partnerships, and student training to support deeper understanding of Equity, Diversity and Inclusion.





# Considerations

## Priorities

- Facilitated in person
- Student Focused
- Continuity
- Sustainable
- Comprehensive, Multi-Year Plan

## DEI Team Researched

Circle up Education  
Learning for Justice  
Safe at School  
Race-Works: SLAM!  
Center for Racial Justice in Education





# Student Leader Antiracist Movement



SLAM! is a three year program designed to not just engage students in conversations about race, but to empower and mobilize them as catalysts for change.

Amplifying student voice and action is the mission of SLAM!

SLAM! was developed and is facilitated by Dr. Lori A. Watson of Race-Works

High School & Junior High Students  
~60-100 students



# Scope of Work

Multi-year plan with the purpose of developing and elevating student racial equity leadership. All sessions and seminars will be in person at the school site.

## Year 1 Learning

- Two hour Advisor Seminar
- Three full day seminars with High School students
- Three half day seminars with Junior High students
- Coaching/Consulting sessions with advisors
- Intersession meetings and work facilitated by advisors

Cost= \$37,750

## Year 2 Articulating

- Advisor check-ins
- Three full day seminars with High School students
- Three half day seminars with Junior High students
- Intersession meetings and work facilitated by advisors

Cost=\$37,000

## Year 3 Working

- Advisor check-ins
- Two full day seminars with High School students
- Three half day seminars with Junior High students
- Consulting sessions with cohort of leaders
- Intersession meetings and work facilitated by advisors

Cost = \$34,250

# Sample of Year 1 Topics

- Community building exercises
- Name story
- Personal and Social Identities
- Race at your school
- Mindful inquiry
- Understanding Ethnicity and Culture
- Allyship & co-conspiratorship
- Action projects for change



# Why SLAM! is needed

“I feel like an outsider in my AP classes where I’m often the only black participant. I can just walk in a room and I’m already being perceived as lower. I feel like I don’t belong in places at certain times.”

— 11th grader

“I have not faced racism once in my life, however, I feel bad for those who have experienced it. I am beginning to notice it everywhere I go, and sometimes even I join in. I sit with only white people at lunch, I hang out with only white people outside of school, and I play sports dominated by white people. I know that this is bad, I just don’t know how to change it.”

— 12th grader

“I’ve always worn my cultural clothing to school and one day this year, I remember people making fun of my attire. I was devastated and I stopped wearing that clothing to school.”

— 9th grader

California Healthy Kids Survey

Overall	<b>7th Gr</b> 259	<b>9th Gr</b> 262	<b>11th Gr</b> 102
<b>School Connectedness</b>	51%	43%	41%
<b>Caring adult relationships</b>	55%	49%	57%
<b>School perceived as very safe or safe</b>	55%	45%	41%
<b>Experienced any harassment or bullying</b>	40%	37%	30%



# Year 1 Tentative Schedule

Date	Site	Participants
Sept 29	AHS + MJHS	Advisors only
Oct. 12	MJHS	Advisors + Students
Oct. 13	AHS	Advisors + Students
Dec. 11	MJHS	Advisors + Students
Dec 12	AHS	Advisors + Students
March 4	MJHS	Advisors + Students
March 5	AHS	Advisors + Students

- Intersession meetings and work facilitated by advisors
- Coaching sessions will be scheduled following advisor training and 1st session

# Thanks!

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