

# Commitment to Diversity, Equity & Inclusion

Board of Education Meeting

July 13, 2021

Meeting No. 1



*Excelling Together with Endless Pathways for Success!*



# Diversity, Equity and Inclusion

*In Glendale Unified School District, we embrace diversity and focus on equity to accelerate learning and increase pathways for every student.*

- Emphasis on inclusivity, empathy, and respect.
- Committed to providing all students a culturally relevant and responsive education that prepares them for success in college, career, and life and supports their social emotional growth.



# Board Priorities and Policies

- Board priority to ***Foster a Positive Culture of Learning*** by supporting culturally relevant curriculum that emphasizes inclusion.
- [Board Policy 5145.3](#) declares that discrimination, including discrimination against an individual or group based on race, ethnicity, nationality, religion, marital or parental status, physical or mental disability, sexual orientation, gender, gender identity, gender expression, or socioeconomic status will not be tolerated on our campuses.



# Culturally Relevant and Responsive Education Working Group

- Launched August 2020
- Made up of students, teachers, staff, school and district administrators, parents/guardians, and community members.
- Key focus areas:
  1. Eliminating bias in curricula and educational materials.
  2. Actively recruiting a more diverse workforce and providing professional development to ensure culturally competent, anti-biased leadership.
  3. Monitoring student discipline data to ensure students of color are not disproportionately penalized and continuing the use of Restorative Practices to build community.
  4. Engaging students and families to proactively develop inclusive school communities.
  5. Connecting with community partners to support this work and provide culturally relevant educational opportunities for students.



# Inclusive Curriculum

- Board of Education recently adopted new History-Social Science materials aligned to the California History-Social Science Framework and SB48, the Fair, Accurate, Inclusive, and Respectful (FAIR) Education Act.
- In February, the Board adopted use of the Social Justice Standards, with unanimous support from teacher leaders, to supplement curriculum in all subject areas.



# Educator Support for Inclusive Instruction

- Our teachers encourage students to develop their voices, celebrate their identities, and highlight and celebrate the many diverse backgrounds that make up our Glendale Unified community.
- Glendale Unified administrators, teachers, and staff collaborate with students, families, and community members to actively combat bias and discrimination and prepare our students to contribute positively to our local and broader community.



*We are committed to having honest and courageous conversations about what we, as a school district and a city, can do to build a more inclusive community for all.*

*We welcome and encourage our students, employees, families, and community members to join us in this effort.*