



Session #4

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please rename with the number and the following

- 1-Elementary
- 2-Secondary
- 3-Parent
- 4-Student



san diego county office of
EDUCATION
FUTURE WITHOUT BOUNDARIES

    @SanDiegoCOE

Welcome

Equity Session #4

- Welcome and gratitude
- CUSD equity journey roadmap: BP 0415
- Diversity, Equity and Inclusion in CUSD
- Partnership with SDCOE for professional development
- Continue with PD and add a review of CUSD data in small break-out groups to study the areas identified in BP 0415

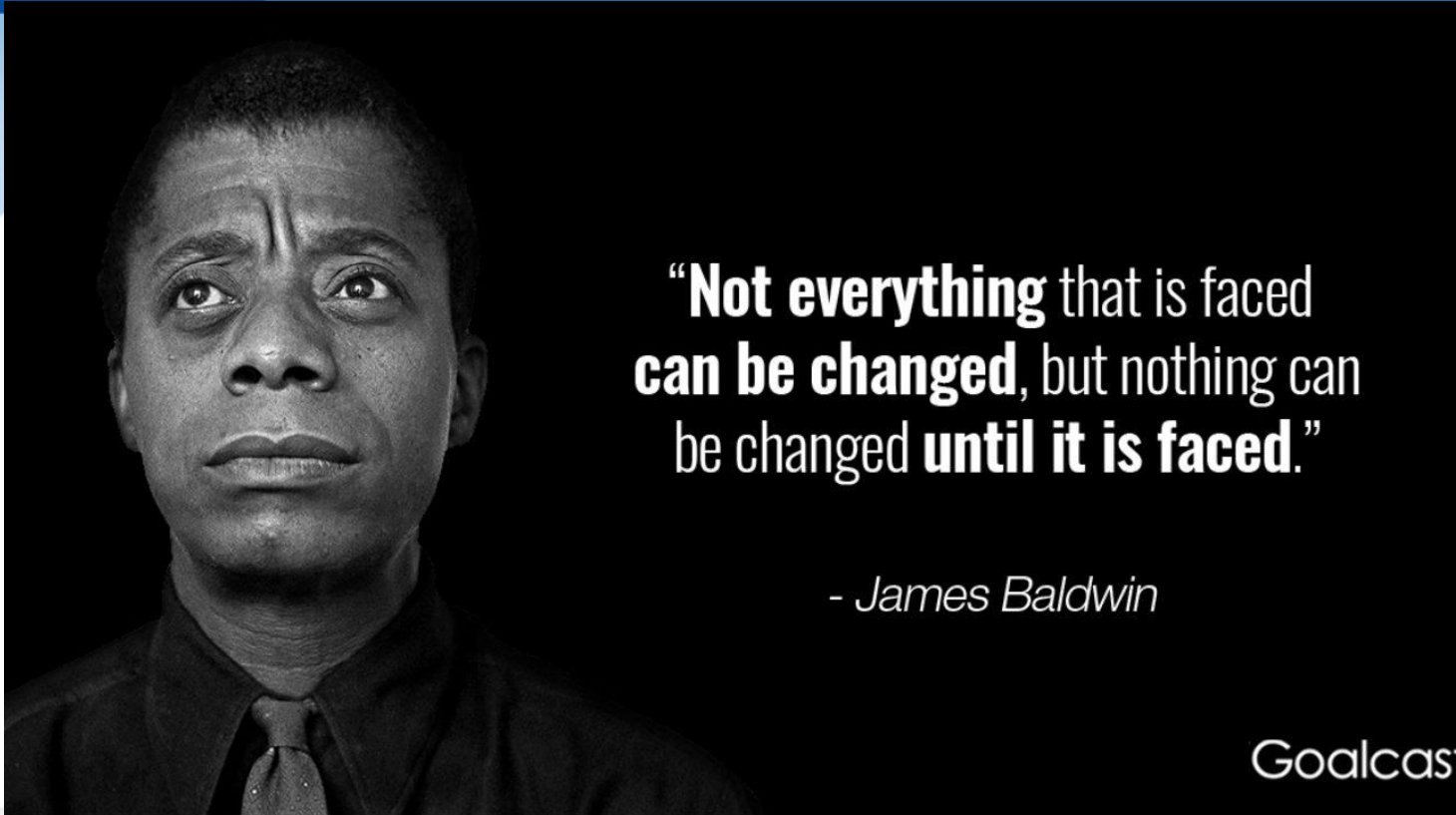
Ways We Want to Be

- *We acknowledge one another as equals.*
- *We try to stay curious about each other*
- *We recognize that we need each others help to become better listeners*
- *We slow down so we have time to think and reflect*
- *We remember that conversation is the natural way humans think together*
- *We expect it to be messy at times*

[Margaret Wheatley “All Social Change Begins with a Conversation”](#)

Today's Learning

- Develop an understanding of perspective and identity how it connects us to learners.



“Not everything that is faced
can be changed, but nothing can
be changed **until it is faced.**”

- *James Baldwin*

Goalcast

A PHOTOGRAPH IS SHAPED MORE BY THE PERSON BEHIND THE CAMERA
THAN BY WHAT IS IN FRONT OF IT

[One man Six Photographers](#)

One man Six Photographers





Small Group: How did the photographers' perceptions affect the image they captured? How does this translate to our understanding of the identity of others and how this might affect our school culture ?



Equity Committee: Professional Development

Instructions: Reflect on the section of BP 0415 below. Use the template to explore how CUSD currently addresses this topic, what data or tools will we need to guide our discussions, and what outcomes support academic achievement.

Board Policy: Providing district staff with ongoing, researched-based, professional learning and professional development on diversity and educational equity among all students.

Perspective Staff

Identify Roles: Choose an individual in your group to fill each role below

Speaker

Notekeeper

Timekeeper

Wonderings

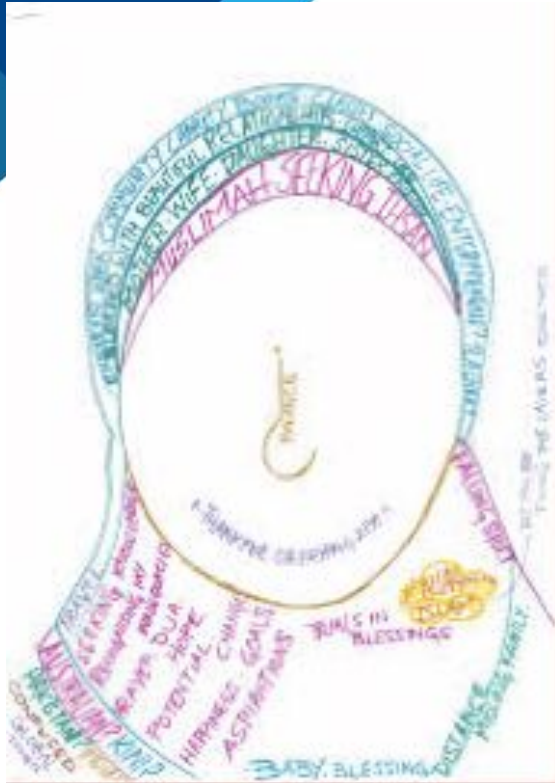
Reviewing the board policy above, what/how is this done currently being done?

What data do you need to study, in order to make informed recommendations?

How may it look through an equity lens?

Perspective Activity

Human Resources & Budgetary Analysis
 Professional Development
 Supplemental Instructional Materials
 Positive School Climate (Parents)
 Positive School Climate (Students)



Identity encompasses the memories, experiences, relationships, and values that create one's sense of self. This amalgamation creates a steady sense of who one is over time, even as new facets are developed and incorporated into one's identity.

(Psychology Today)



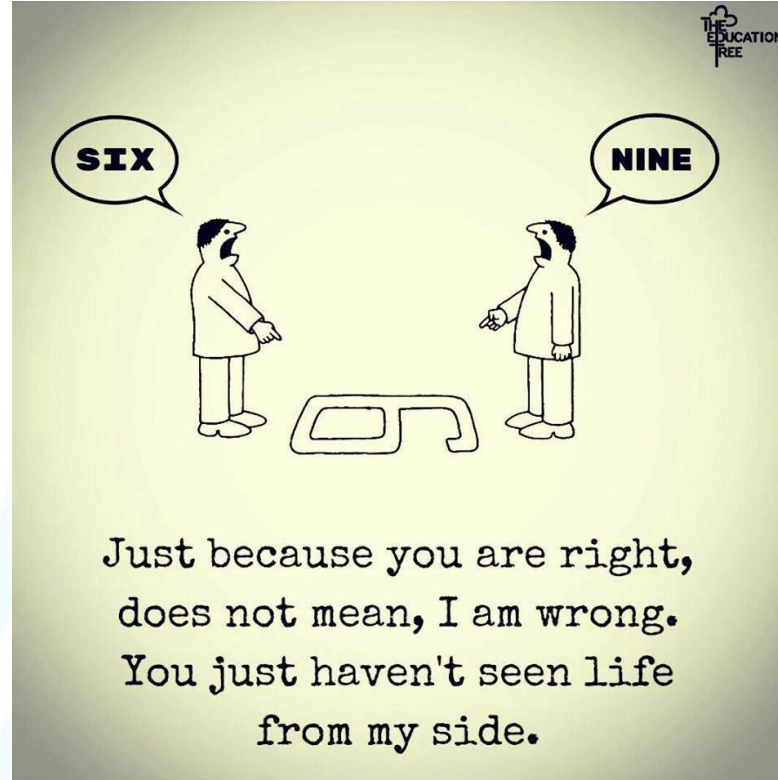
Why Identity Matters

Human beings are meaning-seekers. Our actions are completely driven by our own set of values, beliefs and sense of identity.

Therefore, shared purposes and principles of people in teams motivates individuals to work together in organizations.



Equity Perspectives

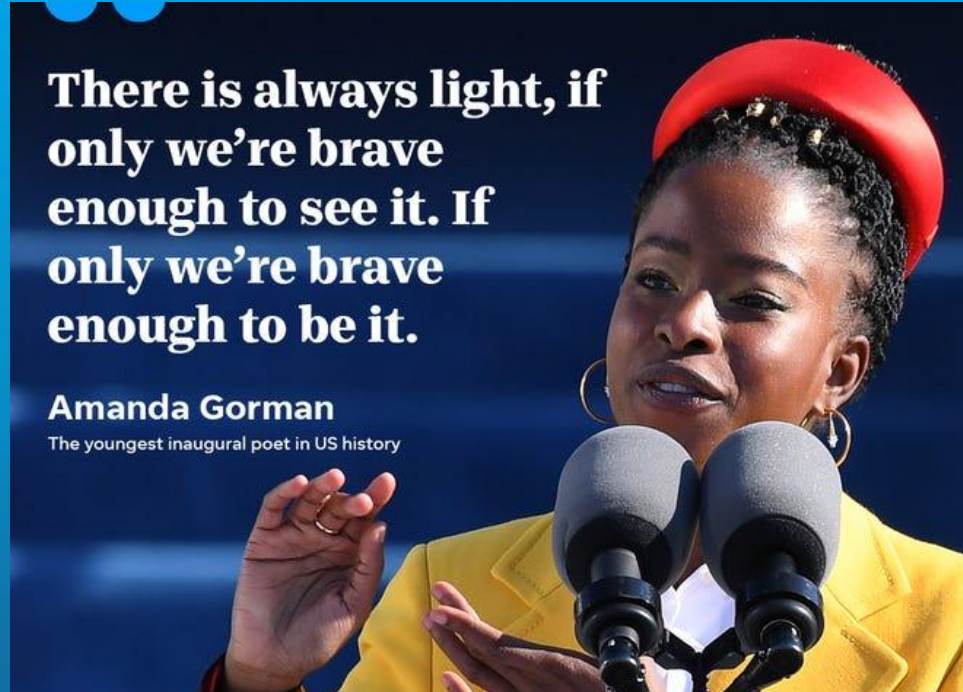


Zoom Out: One Word

**There is always light, if
only we're brave
enough to see it. If
only we're brave
enough to be it.**

Amanda Gorman

The youngest inaugural poet in US history



Homework Watch Mellody Hobson Ted Talk

<https://www.youtube.com/watch?v=oKtALHe3Y9Q>

Mellody Hobson is a CEO of Investment Company
Married to George Lucas

Perspective plays a large role in her talk and we will
address how that comes to play in the work of
Equity and identity