

Diverse Spaces, Diverse Students

A talk with the DJUSD District Climate Coordinator about some of the ways DJUSD endeavors to support and partner with students of diverse genders, sexualities, races, ethnicities, heritages, languages, national origins and more.



Parent Engagement Night

February 25, 2023

Kate Snow, District Climate Coordinator

welcome

we're glad
you're here



how is DJUSD a
place where
diverse students
can belong?
and thrive.
and connect.
and lead.

IS



DOES

district-wide

Native American Education and Title VI Program



district-wide

Language Justice and Family
Partnership Coordinator

Ximena Diez-Jackson

Student Groups - Jr High

Emerson/DaVinci
Black Student Union

Holmes Anti-Racism Club

Emerson/DaVinci SAGA
Sexualities & Gender Alliance



Student Groups - Senior High

Black Student Union

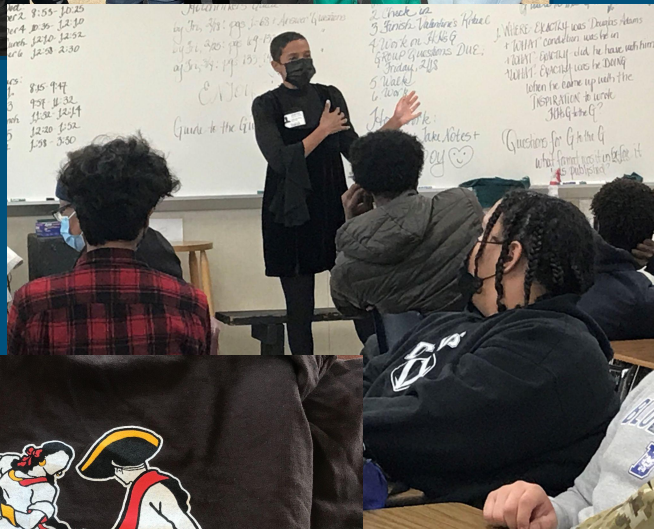
Latinos Unidos

Gay Student Union

Genders & Sexualities Alliance

Jewish Student Union

And many more...



from students themselves...

...and some discussion

**a culture of
belonging
creates a
positive
school
climate**

which creates an
environment
conducive to
learning
(and working)
for all

Thank you for
coming

stay connected!
ksnow@djUSD.net



why?

oppression → **inability to thrive**

oppression → **distorts everyone's reality**

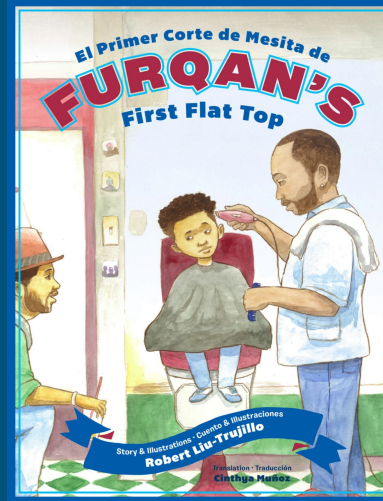
- safety
 - 7th grade B/AA boys
 - identify another way
- connectedness
- reactive or proactive?

what are? what do?

- use data
 - CHKS, YouthTruth
- feel, think, connect, do
- what kinds of things?
 - workshops
 - book talks
 - events
 - campaigns

**structures to
organize
thinking &
action for
change**

examples?



A Touch of Understanding, Inc.

Parenting Beyond Pink and Blue



César Chávez Elementary School Climate Committee
Parent Engagement Workshop
January 28, 2015

Kate Snow, DJUSD Climate Coordinator
Laurie Stillman, Student Development Consultant



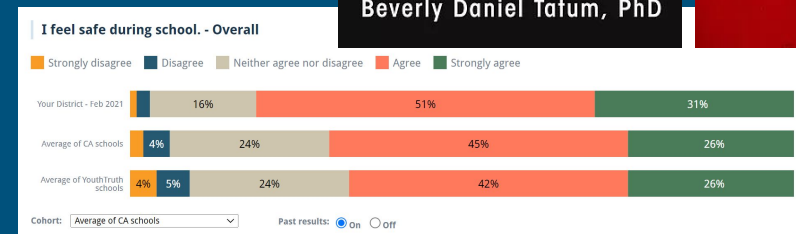
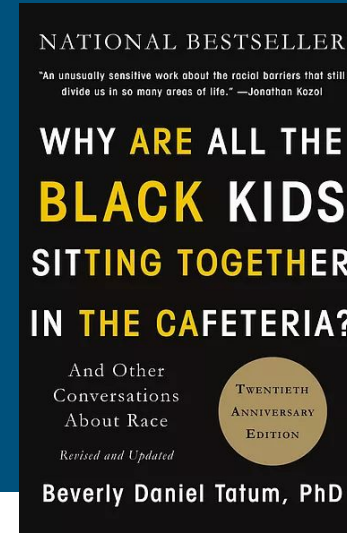
who?

- two is enough
- accountable to principal
- student/staff/parents
- Climate Office support

**you.
but not
alone.**

how?

- invite someone to join you
- get ready to look at data in December
- ask what's gone on before
- contact Kate
- meet in January



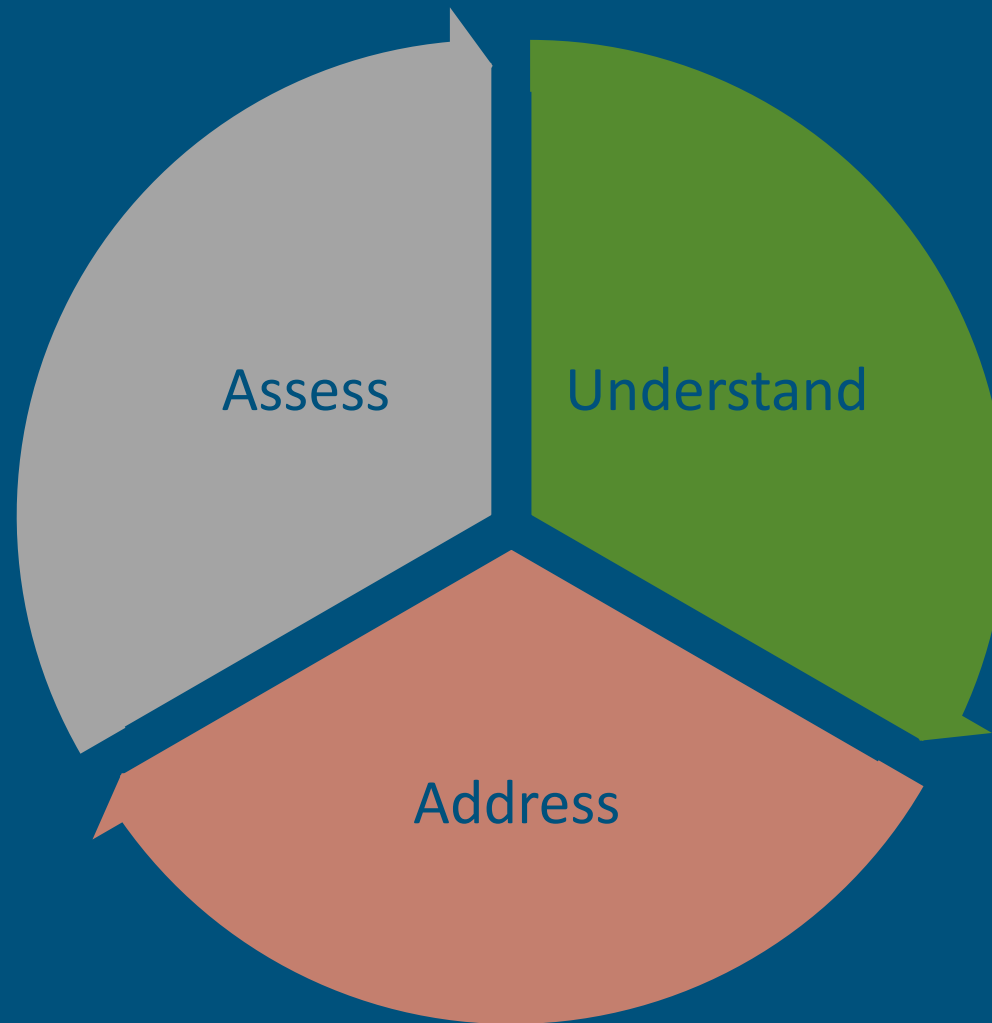
try
something!

try something!

- watch & discuss Dr. Tatum DPU talk
- ask principal/teachers how you can support their belonging efforts
- talk together about who could be thought better about beforehand

**for you
for students
for change
for the
future**

The Work of the Climate Committee

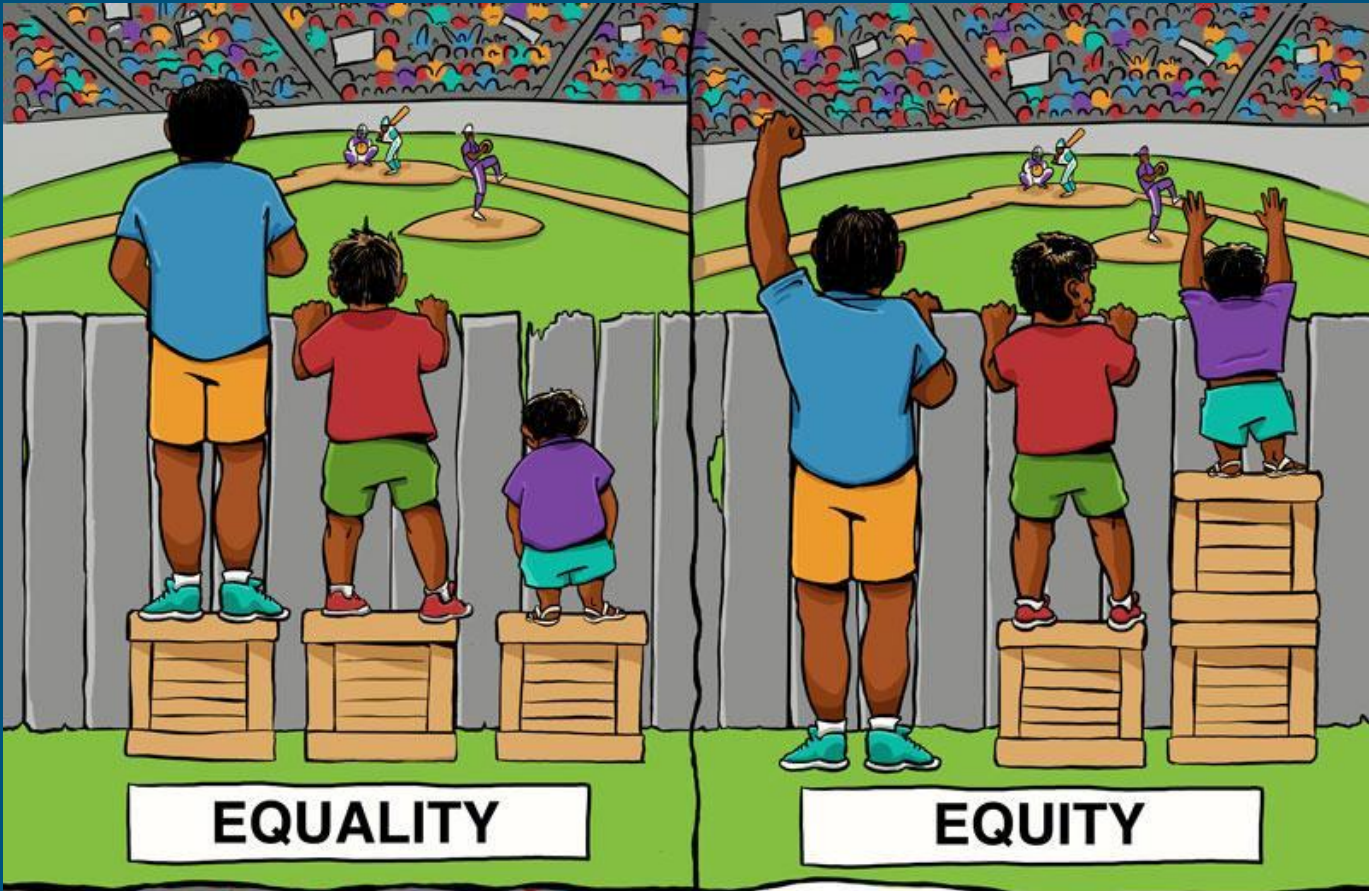


The Role of Climate Committees

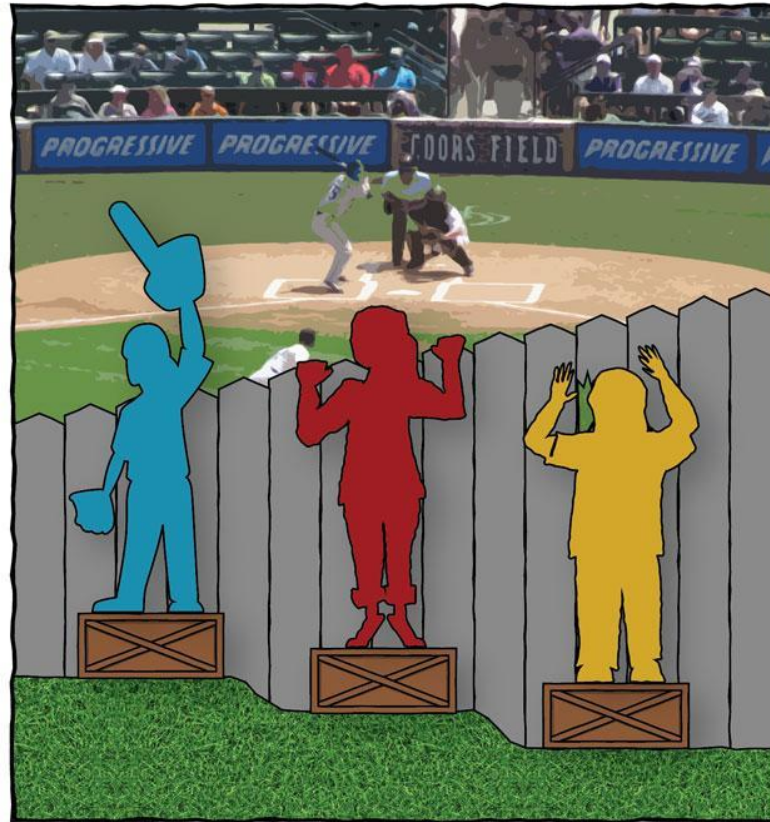
- To assess the climate of a particular school site.
- To understand the elements contributing to a site's climate
- To develop ways to eliminate or mitigate harmful aspects and support positive aspects of climate.

In other words, **to promote equity.**

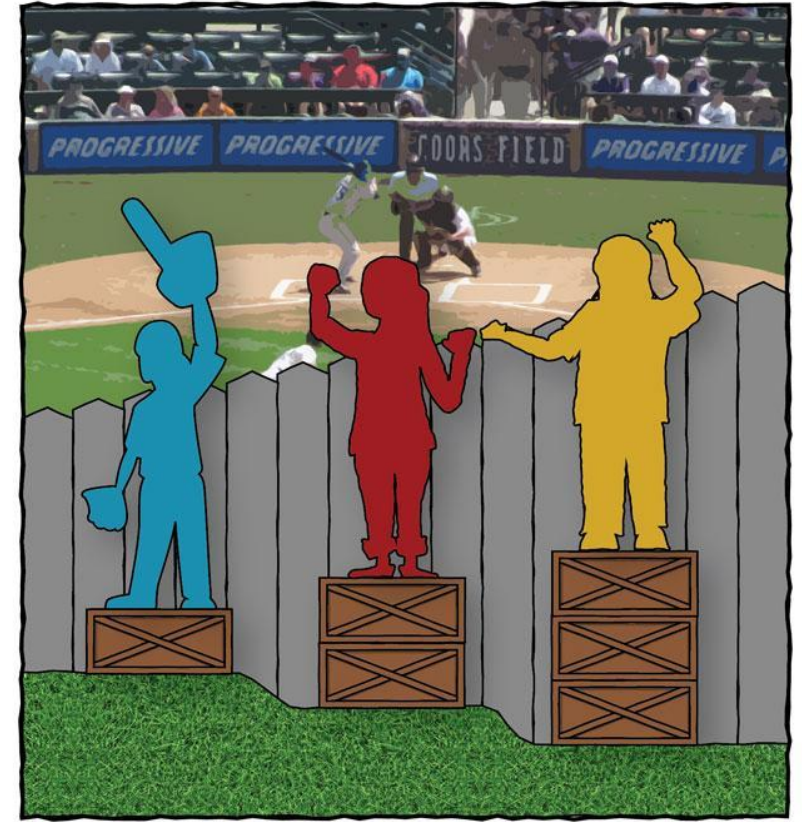
What is equity?



What is equity?



EQUALITY

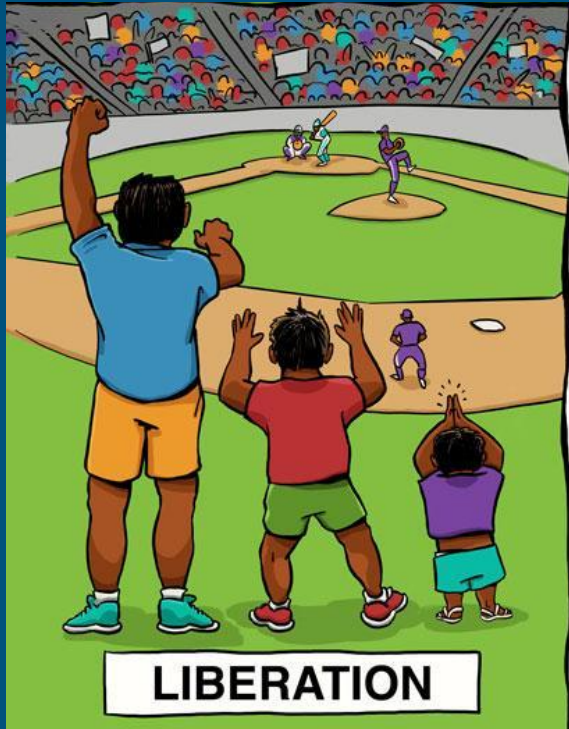


EQUITY

Holding an equity lens means deliberately seeing & addressing the forces that shape our system, that *enhance* the life chances for some and *inhibit* the life chances for others.

- Racism
- Sexism
- Classism
- Anti-Jewish oppression
- Islamaphobia
- Gender, language, and other types of discrimination

What are we aiming for?



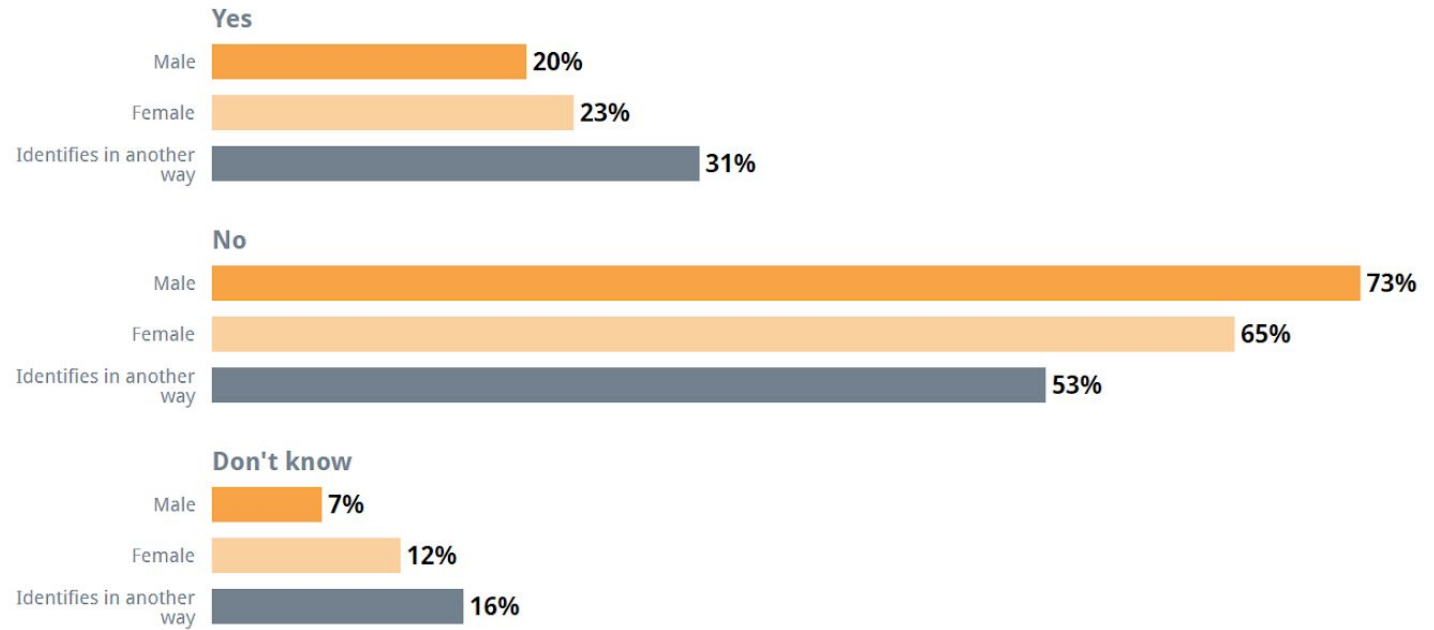
Assessing Climate with an Equity Lens: Surveys: CHKS & YouthTruth

- California Healthy Kids Survey
 - Bi-Annual since 2005
 - Includes school culture, engagement, relationships, mental health, risk behaviors
- Youth Truth
 - Annual since 2015
 - All students grades 3-12
 - Includes school culture, teacher & peer relationships, engagement, motivation, emotional and mental health
 - Report subgroups include: grade, gender, race/ethnicity, and more.

DJUSD High Schools Youth Truth Oct 2018

During this school year, have other students bullied or harassed you? - Subgroup

Male Female Identifies in another way

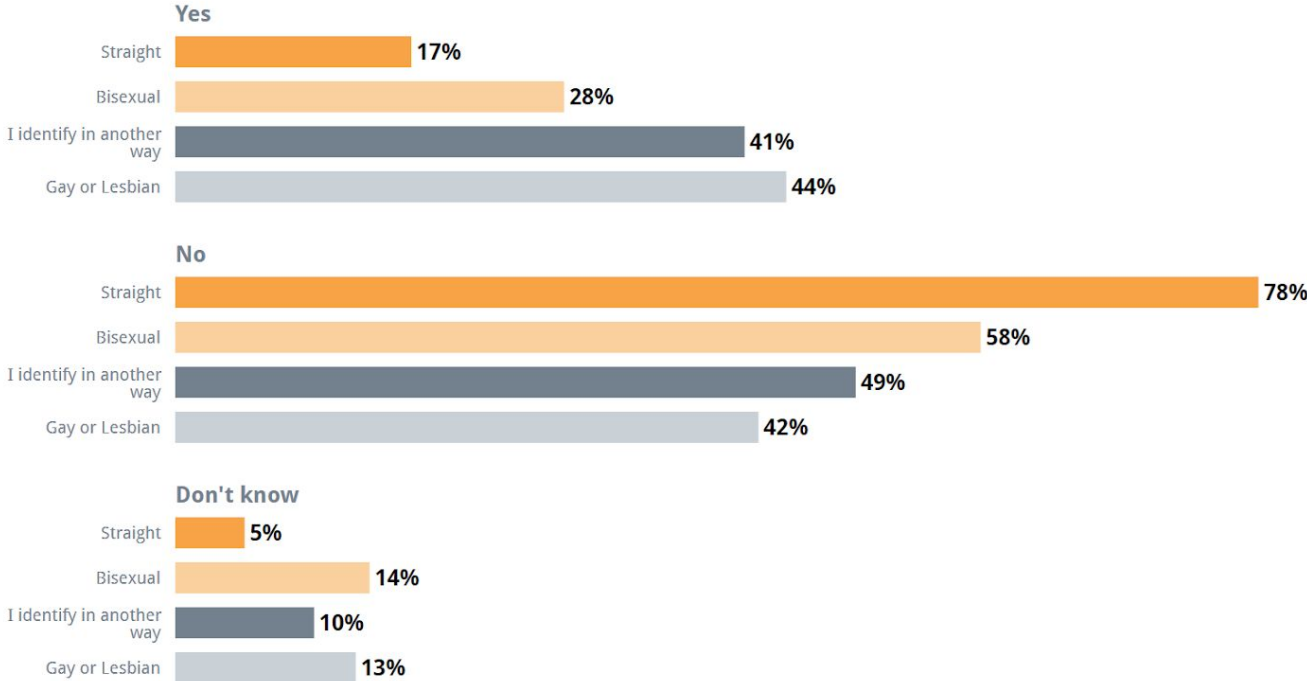


Subgroup: Gender [Self-Reported]

DJUSD High Schools Youth Truth Oct 2018

During this school year, have other students bullied or harassed you? - Subgroup

■ Straight ■ Bisexual ■ I identify in another way ■ Gay or Lesbian

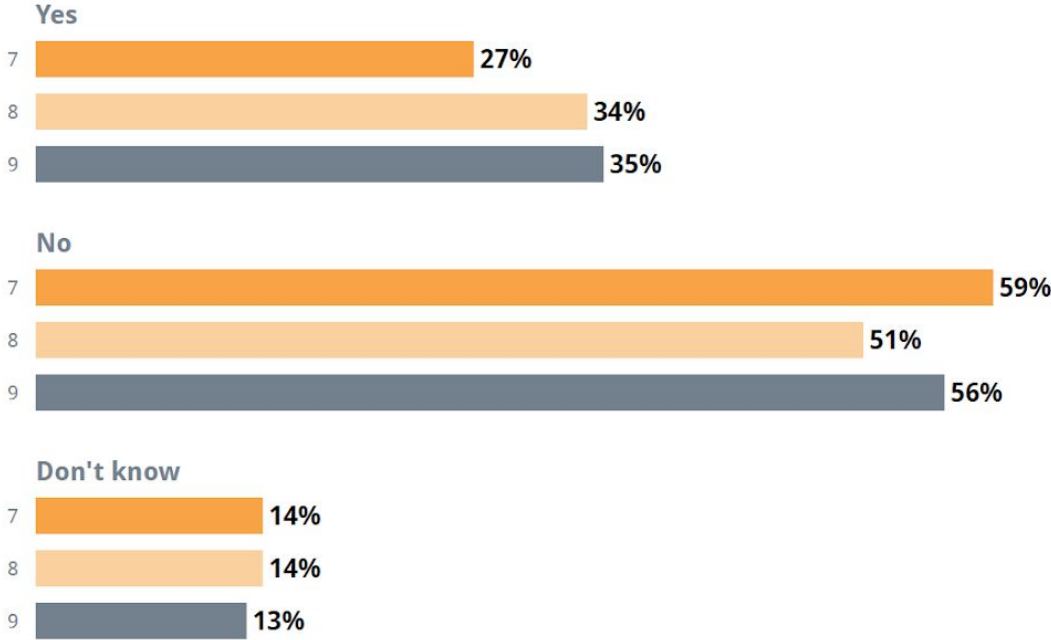


Subgroup:

DJUSD Junior High Schools Youth Truth Oct 2018

During this school year, have other students bullied or harassed you? - Subgroup

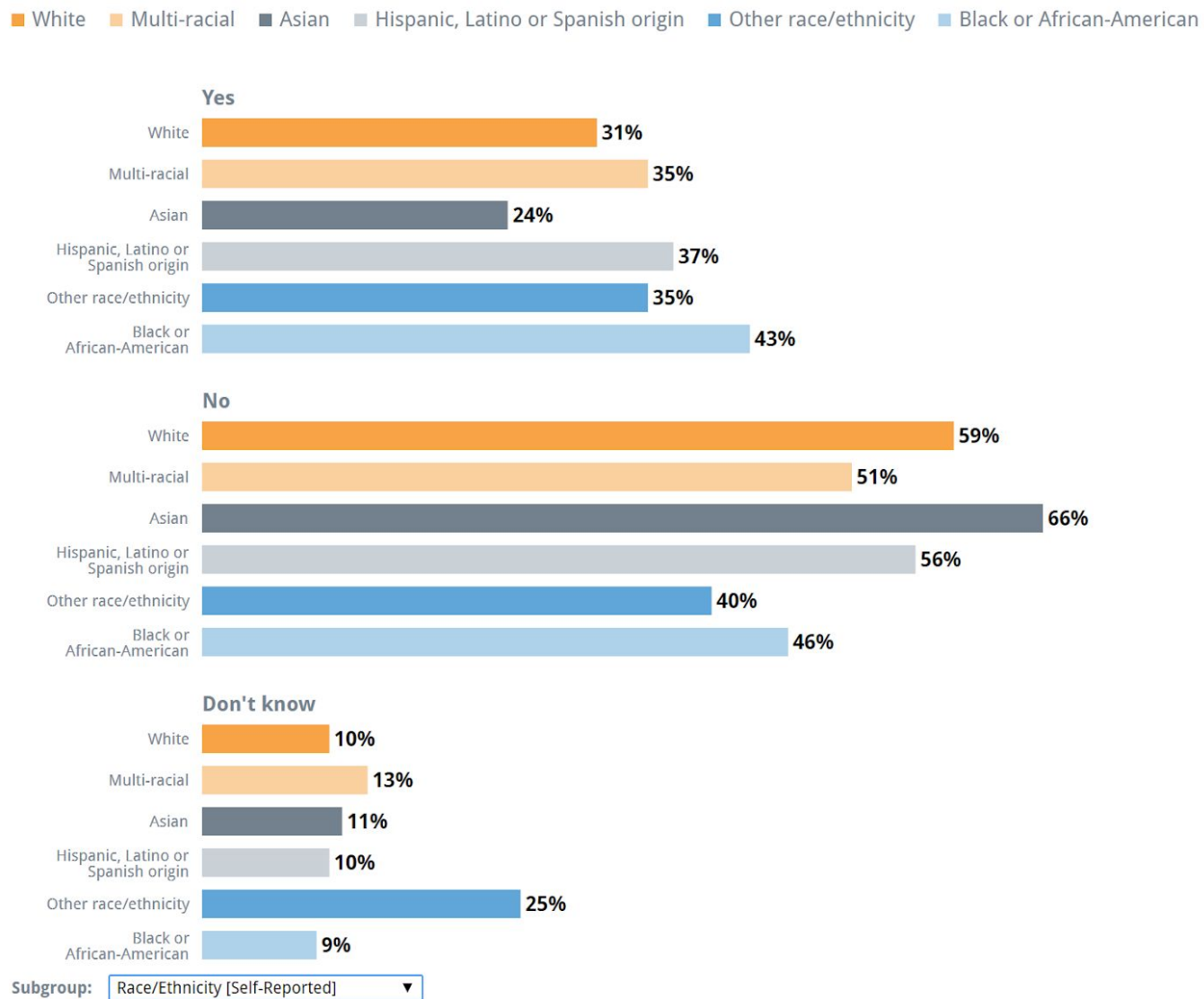
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Subgroup: Grade Level [District Data]

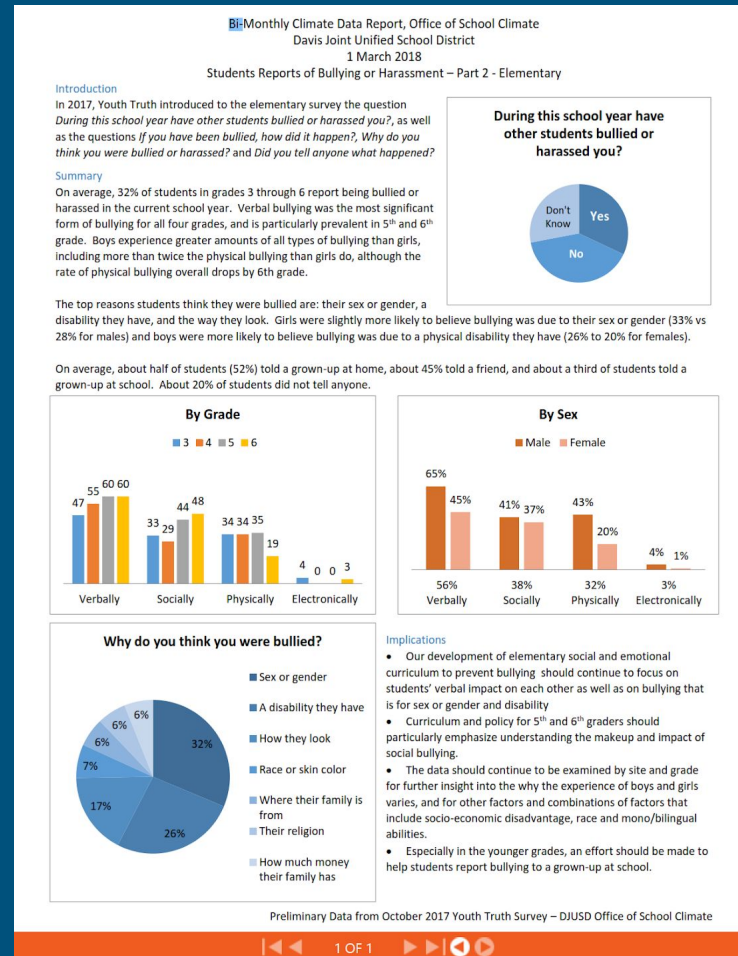
DJUSD Junior High Schools Youth Truth Oct 2018

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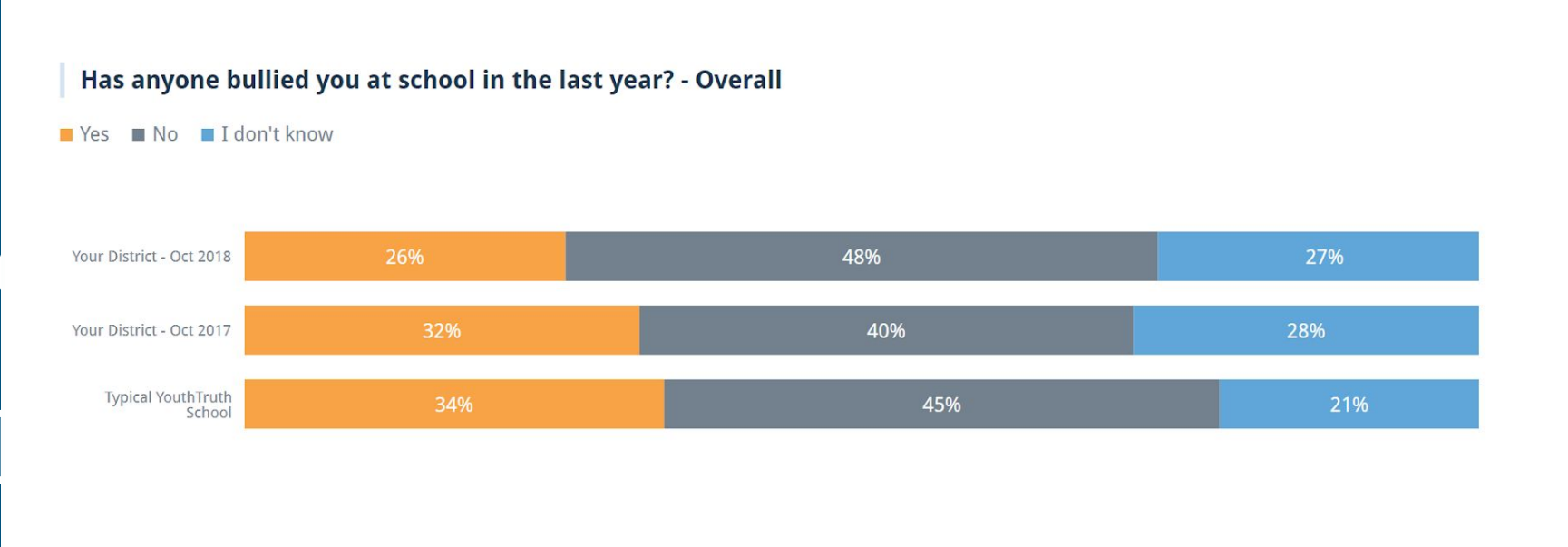


Elementary Bullying Fact Sheet

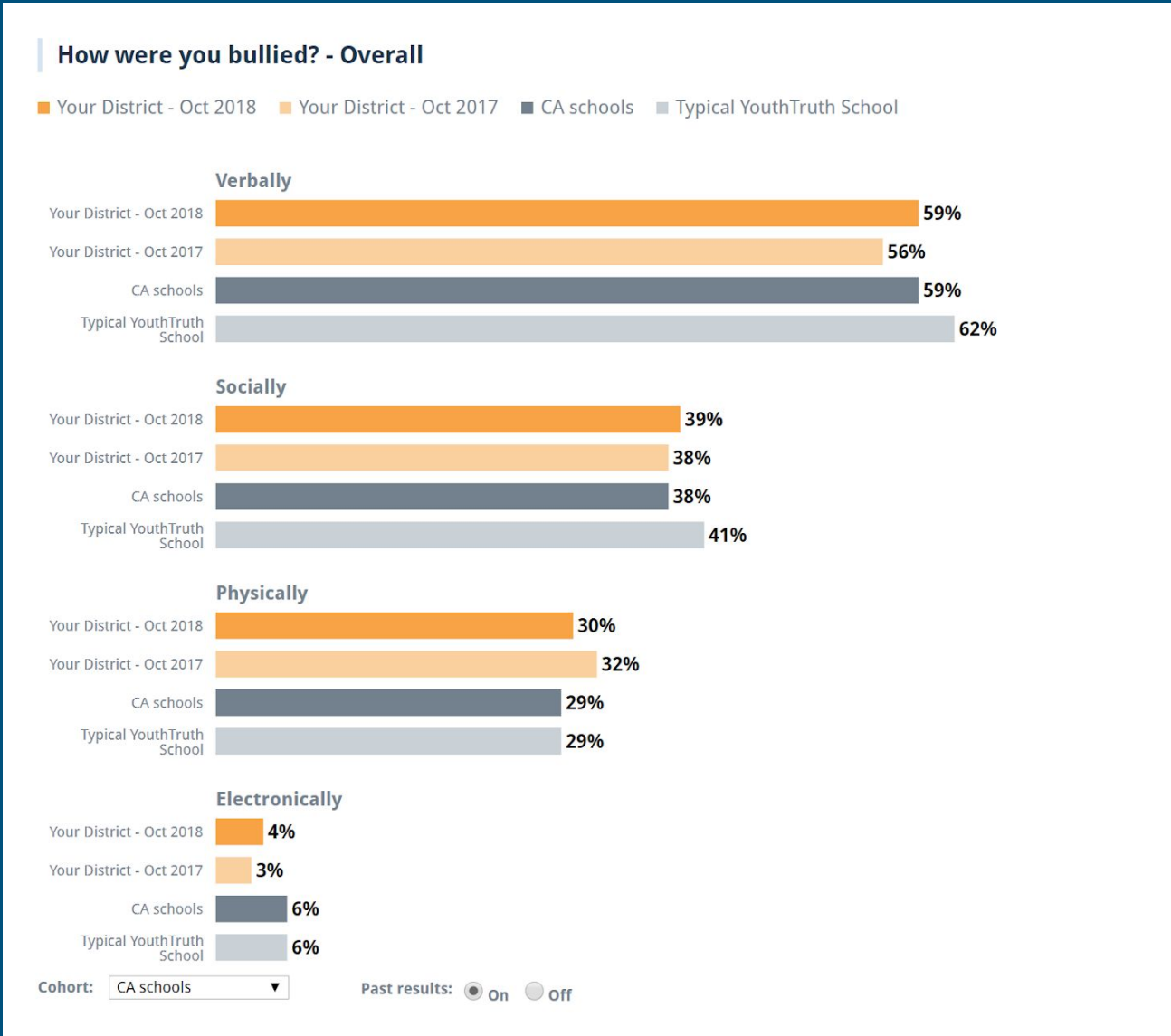
DJUSD Elementary Schools Youth Truth Oct 2017



DJUSD Elementary Schools Youth Truth Oct 2018



DJUSD Elementary Schools Youth Truth Oct 2018



- Take a look at the chart you have.
- What questions does this chart bring up? Note one or two.
- Find a partner who has data on a different colored sheet
 - Yellow go with orange
 - Green go with blue
 - Lavender go with white
- Compare your two charts and discuss.
- What new question(s) arise?
- Discuss. Share out.



Assess

Assessing Climate

- How are students, families and staff doing?
- How do we make it possible for students, parents, teachers, staff and administrators to say how they are truly doing?



Assess

Assessment Modes: Listening

- Formal Surveys
 - Youth Truth (October)
 - California Healthy Kids Survey (Spring 2019)
- Climate Committees
- Observations
- Conversations
- Focus groups
- Relationships

Advising about Climate

- Presentation of Climate data
- Direct work with the people in administrator roles
- Direct work with parents and staff of Climate Committees
- Thought partnering
- Listening



Addressing Issues of Climate

- Equity work
- Supporting Climate Committees
- Piloting potential approaches
- Professional Development
- Student Interventions
- Modeling inclusivity
- Relationships
- Listening



How can the Climate Office support you?

- Consultation and thought-partnering
- Professional development
- Resources
 - To address student issues
 - Racial or other identity-based aggression, intervention, protocols
 - To address staff, student, family conflict
 - Yolo Conflict Resolution Center and others
 - To support curriculum and activities
 - Frameworks for equity and inclusion
 - To support your own learning
 - Multicultural and anti-oppression books and other materials

How can you support a healthy climate?

- Decide that you will continue to see through the equity lens.
- Take care of yourself.
- Help your staff get the care they need.
- Take care of the relationships.
- Keep learning; stay curious.
- Administer the climate surveys and support your climate committee.
- Let your Climate Coordinator know how it's going.