

WCCUSD Racial Equity Oversight Council

Purpose	Organize a Racial Equity Oversight Council (Oversight Council) that works with the WCCUSD Governance Committee to create a Diversity, Equity, and Inclusion (DEI) policy and set of implementation steps to create a more equitable district.
Goal	Launch a Racial Equity Oversight Council that uplifts youth and parent voices to report to the Governance Committee and Board and works on a DEI policy and a set of actions to ensure a more equitable district that implements anti-racist policies districtwide to improve academic outcomes and holistic wellbeing for Black and BIPOC students.
Objectives	<ol style="list-style-type: none"> 1. Launch the Oversight Council by the end of March 2021. 2. Host study sessions to review what DEI related policies currently exist in the district and outside models to inform the development of a single comprehensive DEI policy between mid-March and April. 3. In May through July, the Oversight Council will start drafting a plan to create an Office of Diversity, Equity, and Inclusion that will coordinate and collaborate with the Office of Positive School Climate, Office of African American Student Achievement and District HR Policies. This will ensure coordination of policies, practices and allocation of resources to support all Black, Indigenous, and people of color, particularly African American and English Learner students to close academic achievement opportunity gaps. The Council will coordinate with the AASAT to integrate the Resolution language and strategies that directly relate to its formation..
Intervention Methods	<ol style="list-style-type: none"> 1. Comprehensive DEI Policy that includes (policies, administrative regulation, infrastructure, staffing/support (BIPOC/Black Teachers): classroom practices, curriculum, appropriate support systems for students) 2. The Oversight Council will gather and utilize data from parent, student, and community member listening sessions in addition to gathering input from the AASAT and PLC to design the Council's structure (number of seats (as determined by school family representation), number of the AASAT, PLC, and district representatives). 3. Conduct Council study sessions.

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	<ol style="list-style-type: none"> 4. Identify consultants who specialize in systems change, conduct meetings, and report outcomes from meetings. 5. Support students in delving into the policy information and Oversight Council space to meaningfully engage. Bring new students from high-need school families. 6. Provide supports for parent leaders through trainings, dialogue, and parent-friendly resources.
Activities	<p>(Who, What, When, How,)</p> <ol style="list-style-type: none"> 1. Identify key parents, students, and organizations that will support the work of the Oversight Council through existing channels; utilize existing infrastructure to invite broad participation from community members/partners (coordinate with the PLC and the AASAT). 2. Onboard new school board members by providing an orientation and engaging them in the activities of the Council. Collaborate with the Superintendent directly to integrate district facilitation support, engagement of teachers/administrators and other staff and active board member involvement in the process. 3. Invite Council members to finalize and redefine goals and action steps of council over the next 6 months. 4. Hold weekly study sessions to analyze current policies for their relevancy and inconsistencies. <ul style="list-style-type: none"> - Examine systems and infrastructures currently being implemented by the district that may be leveraged to impact systems change efforts (e.g. teacher recruitment policies and professional development policies). - Identify how parents/caregivers and students can participate from the outset. Review the District's internal plan and opportunities for participation. 5. Host community dialogue listening sessions district wide to gather additional input on components of the policies to gain the parent's perspective. 6. Collaborate with the District to design a district race equity audit with staff to understand their perspective around systems change. 7. Synthesize all of the data gathered to draft the DEI policy.
Tracking	<ol style="list-style-type: none"> 1. Provide transparently shared data (transcripts of dialogue, demographic data, final

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Measures/Criteria	synthesis). 2. Design and implement a Board approved community-driven DEI policy. 3. Create an Oversight Council that is representative of the school district, leadership, student population, etc. 4. Show HOW the input that was gathered translated into critical decisions.				
Evaluation	Contract with an external evaluator to collect, analyze and present data from community dialogues, policy analysis discussions and Councils recommended impact measures. Data will be provided to the Council, PLC and board in a transparent and timely manner. The external evaluator will closely coordinate with the District’s evaluation team.				
Timeline	By the end of each month-				
	Month	Activity #1	Activity #2	Activity #3	Notes
	November	Final discussion at the Governance committee (9th). Recommendations will be brought to the full Board on November 18th.	Build support for board approval (18th)	Begin to identify parent and student leadership; and host an initial planning table for the launch of Oversight Council.	Healthy Richmond will work with partners to create a preliminary outreach list of participants.
	December	Host info sessions (outreach/advertising the Council)	Gather feedback through listening sessions.		
	January/February	Outreach and appoint parents and student leaders to sit on the council,	Continue info sessions so that leaders understand their		

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		providing space for leaders to learn about the role of the Council.	roles & commitments. Topics will range from: how to apply to the Council, to providing information around the overall goal of the Council - transformation of the District (levers to do this work). Parents/caregivers will also learn how to help their child and students will learn how sitting on the council will impact their school experience.		
	March	Host first official council meeting and establish leader roles.	Conduct first study session (include the AASAT + Positive School Climate	*Consultant will start synthesizing data after the first study session.	

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		Resolutions)		
	April	Host second study session (idiscuss: Healthy Richmond + District/School Policies + Administrative Regulations); Simultaneously hold school community dialogues.	Council continues to meet to coordinate ongoing activities (study sessions, logistics, etc.): School community dialogues continue.	Consultant continues to synthesize data, committee continues to meet around activities and logistics; and final data report is shared.
	May	All data is synthesised, analyzed and crafted into final DEI policy and all results are shared community.		
	May/July - Beyond	The Council will draft a plan for the creation of the office of DEI that will coordinate with the Office of Positive School Climate, Office of African American Achievement and	The Council will coordinate with the AASAT to integrate the AASAT Resolution language and strategies that directly relate to the formation of	

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		District HR Policies. Coordinate policies, practices and allocation of resources to support all Black, Indigenous, people of color students, particularly AA and ELL students, to close academic achievement gaps.	the Council.		
Partner roles	To be further discussed and determined in additional Council and partner meetings.				

Term Guide:

BIPOC - Refers to Black, Indigenous, People of Color, etc

AASAT - African American Site Advisory Team

AA - African American

ELL - English, Language, Learner

DEI - Diversity, Equity, Inclusion

PLC - Parent, Leadership, Council