

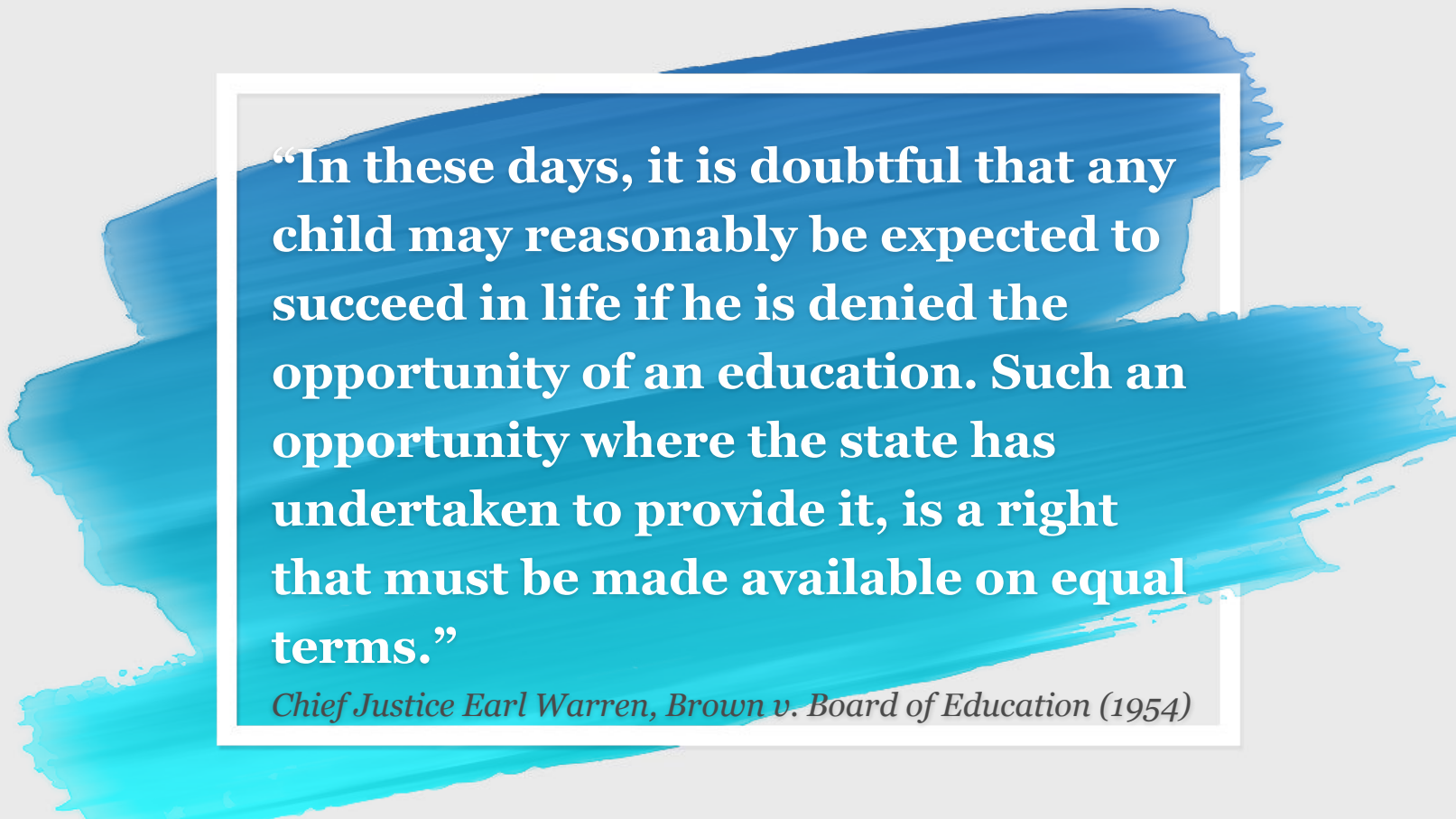


Growing In Equity & Inclusion

Presentation to the San Marino Unified School District Board of Education

Mr. Jason Kurtenbach, Executive Director of Curriculum and Instruction

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“In these days, it is doubtful that any child may reasonably be expected to succeed in life if he is denied the opportunity of an education. Such an opportunity where the state has undertaken to provide it, is a right that must be made available on equal terms.”

Chief Justice Earl Warren, Brown v. Board of Education (1954)

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Initial Steps

- ❖ With the support of an outside expert we will engage marginalized groups in critical conversations around their experiences at SMHS
 - Student Focus Groups
 - Teacher Focus Groups
 - Parent Focus Groups

Our ability to reach unity in diversity will be the beauty and the test of our civilization.
~Mahatma Gandhi



Initial Steps

- ❖ What's it like to attend school here today?
- ❖ What are some things that have happened to you?
- ❖ What ideas do you have for addressing these?

Diversity is about all of us, and about us having to figure out how to walk through this world together. ~Jacqueline Woodson



Initial Steps

- ❖ What resources do we have to begin to address these issues?
- ❖ What resources do we need to address these issues now?
- ❖ What resources do we need to develop long term plans and actions?

An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity. ~Martin Luther King, Jr



Initial Steps

- ❖ Ongoing Professional Development for all staff in...
 - Listening to Students, Staff & Community
 - Implicit Bias
 - Restorative Practices

It is time for parents to teach young people early on that in diversity there is beauty and there is strength. ~Maya Angelou



Initial Steps

- ❖ Work with representative student groups to develop clubs which increase student awareness and activism in the support of increasing inclusion and representation of marginalized and historically disenfranchised students.
 - Gay Straight Alliance (GSA)
 - Sexual and Gender Acceptance (SAGA)
 - Black Student Union (BSU)
 - Asian Pacific Islander Club (APIC)
 - Latin American Student Association (LASA)

A lot of different flowers make a bouquet. - Islamic Proverb

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Long Term Plans -- Tentative 2021-22

Development of Possible New Courses

Required Freshman Seminar

This course would be a mandatory course for all freshmen which could not be taken in the summer. It would include the health components from California Healthy Youth as well as an orientation of SMHS.

This course would help students recognize the inherent dignity and humanity of all persons with a particular focus on those marginalized groups most represented at SMHS.

Diversity: the art of thinking independently together. ~Malcolm Forbes



Long Term Plans

Development of New Courses

Ethnic Studies

Ethnic Studies focuses on themes of social justice, social responsibility, and social change.

The course spans from past to present, from politics to social reform, allowing students to identify similar social patterns and universal qualities present in other societies, including their own.

Diversity is not how we differ. Diversity is about embracing one another's uniqueness. ~Ola Joseph



Long Term Plans

Diversification of Senior Literature Course Offerings

Ongoing work with marginalized stakeholders to provide options for students to focus diverse group's literature contributions.

- Asian Amer. Lit
- LGBTQ Lit
- Latinx Lit
- Af. Amer. Lit
- Jewish Lit

Inclusivity means not 'just we're allowed to be there,' but we are valued. I've always said: smart teams will do amazing things, but truly diverse teams will do impossible things.

~Claudia Brind-Woody



Long Term Plans

Course Enhancement

Work with all subject departments to enhance the planned inclusion of the contributions of marginalized groups to the canon of the discipline.

We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams. ~Jimmy Carter

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Long Term Plans

Possible Partnerships

- Museum of Tolerance
- Facing History
- Anti-Defamation League
- Teaching Tolerance

Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed. ~Mary Parker Follett



Resources

- [Teaching Tolerance](#)
- [W.K. Kellogg Foundation](#)
- [UnboundEd](#)
- [ACSA Resource Equity & Inclusion](#)

It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences. ~Audre Lorde



**Thank
You**