

EMERSON STUDY CIRCLE
Desired Racial Equity Outcome Plan

April 16, 2015 (update from 4/13/16 noted below)

To build a culturally inclusive, racially equitable and welcoming school that:

- 1) Empowers the Emerson community to achieve cultural competency
- 2) Removes cultural and racial barriers that prevent every student from reaching academic proficiency.

Culturally Inclusive Building Block:

Provide Emerson students, teachers and staff with the tools, training and support to have healthy, constructive conversations about race and racism.

Action Recommendations:

1. That the Emerson administration commits resources to ensure that all Emerson staff attends the District-provided cultural competency training.
2. That Emerson staff incorporate training on cultural competency into monthly staff meetings through Emerson's equity teacher-leader.
3. That the Emerson PTA create an ethnically diverse Equity Committee to provide support, advice and advocacy for parents and staff on issues of racial equity.

Racially Equitable Building Block:

Create racial equity in areas where data shows racial disproportionality.

Action Recommendations:

1. That the Emerson leadership create, communicate and implement a plan, with fidelity to BUSD's PBIS (Positive Behavioral Interventions and Support) plan that reduces the rate of racial disproportionality of discipline at Emerson.
2. That the Emerson PBIS Team semi-annually present to the Emerson community their PBIS implementation plan, including aggregated and/or anonymized data, progress, challenges and successes toward reducing racial disproportionality of discipline.

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3. That the Emerson administration continue to actively recruit and hire teachers who represent and are committed to culturally competently teaching Emerson's racially diverse student population.

Welcoming School Building Block:

As a school community, commit resources to celebrating diversity and provide training and tools for conversations about race, racism, equity and inclusion.

Action Recommendations:

1. That the Emerson PTA actively recruit and retain PTA membership and board that is representative of the diverse student body.
2. That the Emerson PTA and leadership collaborate to provide annual events that recognize and celebrate cultural diversity, including: language diversity events, participating in cultural awareness-building camps and programs, newsletter stories that highlight and celebrate diversity and other activities and events.
3. That the Emerson PTA and leadership collaborate to provide annual trainings for families on equity and inclusion - implicit bias, micro-aggressions, race and racism.
4. That the Emerson PTA continues to financially support the Study Circle program.

Chain of Action:

The Emerson PTA to endorse the plan and create an Equity Liaison to actively follow through with the plan. [Added by Equity Circle 2.0 on 4/13/16: Any person wishing to serve as the PTA Equity Liaison must have completed a prior Equity Study Circle cycle.]