

From: [Olga Pagan <olga@centerracialjustice.org>](mailto:olga@centerracialjustice.org) on behalf of [Olga Pagan](#)
To: acostamunoz_a@auhsd.us; hernandez_r@auhsd.us; hodgson_k@auhsd.us; surfes_m@auhsd.us
Cc: [Adriana Villavicencio](#); [Carlos Hernandez](#)
Subject: Re: RJIO Follow Up and Next Steps
Date: Tuesday, September 14, 2021 6:20:10 AM

Good morning, I realized the last bullet point didn't get copied - my apologies! Please see below for information about the Racial Equity Leadership Council.

Racial Equity Leadership Council (RELC)

- A.
Composition: 10-15 people. Cross-section of teachers who represent the diversity of the staff, 1-2 admin, other staff and faculty invested in Racial Equity work (counselors, paraprofessionals, lunch staff, etc.), Parent Coordinator. Some schools opt to have 1-2 students on the RELC.

- B.
Purpose: With guidance and consultation from your Team Lead, the RELC will be supported in identifying an equity focus area based on the Racial Equity Audit report, diagnosing issues of racial equity in that area, and crafting a racial equity plan. Beyond these tasks, our work with the RELC will support capacity-building and the growth of leadership for ongoing equity work at the school.

- C.
Time Commitment: Team Leads will meet with the RELC up to 5 hours per month. Some schools convene their RELC's for 60-90 minutes twice monthly, while other schools meet more frequently for shorter blocks of time. The most important thing is that meetings are consistent.

On Mon, Sep 13, 2021 at 5:32 PM Olga Pagan <olga@centerracialjustice.org> wrote:
Good afternoon, Anaheim team!

It was wonderful to meet you all and begin this journey with you. Please find the details we discussed below, and of course, feel free to reach out with questions and concerns as they arise!

- I.
Shared Project Management tool. See google sheets linked below. School leaders and Team Lead (Shynise) will have editing access to this throughout the course of the year. It is a living breathing document that will evolve with you.
 - A.
[Cypress](#)

 - B.
[Katella](#)

II.

Community Letters to edit. The links below will prompt you to make a copy of your own. Feel free to revise these copies as you see fit.

A.

[RJIO Launch Community Letter](#)

B.

[REA Community Letter](#)

III.

Talking About Race training.

A.

In this flagship 6-hour training, educators strengthen their analysis of how racism manifests in society and infiltrates schools and classrooms. Through personal and community reflections and discussions, participants will gain shared language for discussions around race, racism, and equity, enhance their understanding of how racism affects children, and apply a racial equity lens to the classroom.

Day 1 (3 hours)

1.

Welcome and Community Building

2.

Bringing Yourself to Conversations about Race

3.

Learn and Reflect: History of Race as a Social Construct

Day 2 (3 hours)

1.

Welcome Back and Grounding

2.

Learn and Reflect: Racial Equity Lens

3.

Learn and Apply: Youth and Racism

B.

Each school will have 70 participant slots, to be divided among two groups.

1.

Choosing participants: Any and all staff are welcome to

fill the allotted slots. The training may be particularly impactful for (1) teacher leaders like Department Chairs, Instructional Coaches, Grade Level chairs, etc.; (2) folks who have contact with large swaths of students, such as guidance counselors, music / arts teachers, paraprofessionals, campus safety officers, etc.; (3) any folks who have been engaged in racial equity work prior to this year.

2.

Scheduling: Based on our conversation, it sounded like a series of two Saturday sessions would be best. That works well for us. Please let us know what times and dates work for you. We need at least three weeks' notice to staff appropriately.

IV.

Racial Equity Audit

A.

All scheduling, logistical information, and relevant hyperlinks can be found on the last sheet of the Project Management documents for your respective schools.

1.

Surveys: We collect surveys from all staff, students, and family members. Our completion goal for all stakeholder groups is 80%. Surveys should take 15 minutes to complete, and we recommend that principals give dedicated PD and/or class time for completion in order to bolster participation.

a.

Links will go live on September 20. If you'd like to preview the questions beforehand, please let me know and I will send you the links early!

2.

Interviews: We will interview three school leaders of your choice. Interviews are 30 minutes each and can be scheduled using [this link](#) (also found in Project Management document). We are aiming to complete all interviews by October 15.

3.

Focus groups: We will conduct focus groups with 2 groups of teachers and 2 groups of students. Focus groups are 45 minutes each and can be scheduled using [this link](#) (also found in Project Management document). We are aiming to complete all focus groups by October 15.

a.

Teacher groups should be no larger than 8 people. Schools can create groups in different ways: (1) BIPOC folks and non-BIPOC folks; (2) RELC members and non-RELC members; (3) random groupings; (4) a different configuration you might prefer.

b.

Student groups should be no larger than 8 students. Schools usually choose to create heterogeneous groups of students.

V.

RJIO Orientation

A.

We will be in touch soon with dates for our RJIO Community Orientation.

--

Olga Pagán, M.A. Education
Director of Inquiry and Insight
(Pronouns: she/her/ella)

Center for Racial Justice in Education
(formerly Border Crossers)
96 Morton Street, 7th floor
New York, NY 10014

[Meet with me](#)

(646) 688-4470

[Website](#) | [Facebook](#) | [Twitter](#) | [IG](#)



--

Olga Pagán, M.A. Education

Director of Inquiry and Insight

(Pronouns: she/her/ella)

Center for Racial Justice in Education

(formerly Border Crossers)

96 Morton Street, 7th floor

New York, NY 10014

[Meet with me](#)

(646) 688-4470

[Website](#) | [Facebook](#) | [Twitter](#) | [IG](#)

