

OEIB Mid-Year Update

**February 15, 2022
School Committee Presentation**



February 15,
2022

Agenda

- 1. Introduction**
- 2. Updates on Initiatives**
 - Youth Engagement
 - Caregiver & Family Engagement
 - Educator Engagement
 - Multi-Stakeholder Engagement
- 3. Questions & Discussion**

Office of Equity, Inclusion, and Belonging



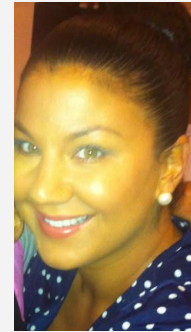
Manuel J. Fernandez
*Interim Chief
Equity Officer*



Leslie Jiménez
*Director of
Equity*



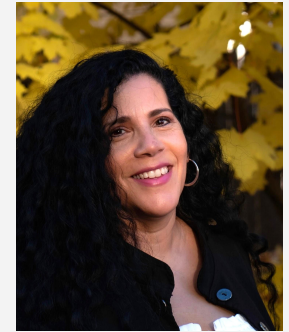
Jenny Chung
*Curriculum
and Training
Specialist*



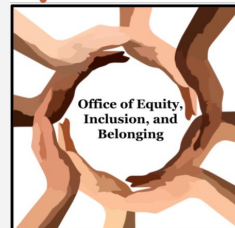
Kini Udovicki
*Youth
Advocacy
Specialist*

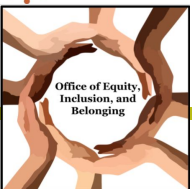


Robin Harris
*Director
of Family
Engagement*

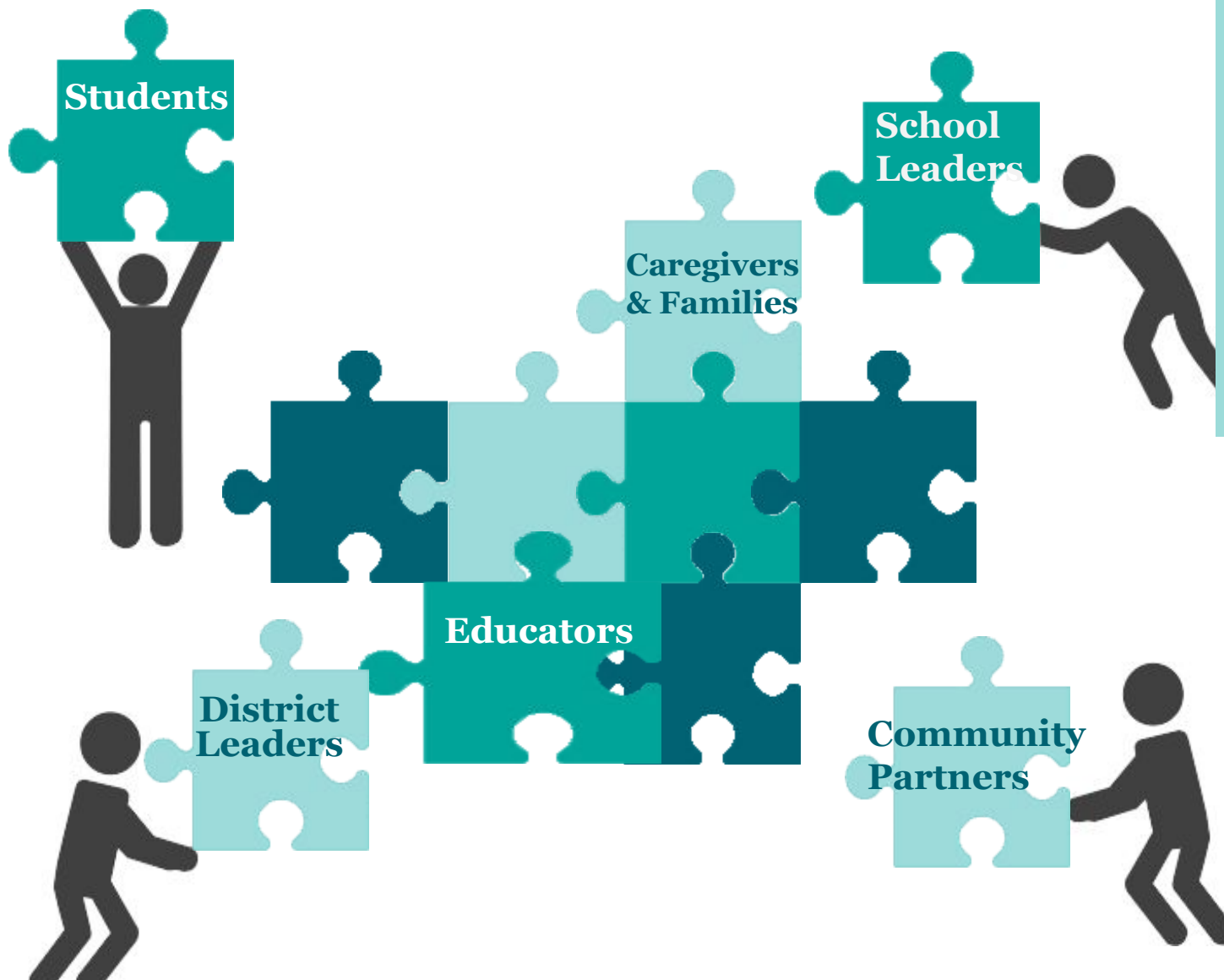


Debbie Bonilla
*Family
Engagement
Specialist*



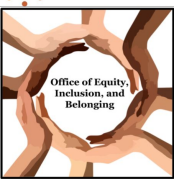


Introduction



The OEIB will continue to update the Inaugural Equity Plan based on the input and feedback collected from diverse stakeholders throughout CPS

- 1-on-1 s
- Targeted Focus Group Meetings
- Surveys
- Rapid Response



Youth Engagement



Story Exchange

- Elementary & Upper Schools - upcoming weeks!
- CRLS - 8+ classes

Student Advisory Council

6-12th grade scholars from each school were recruited

Healing Centered Engagement

- HCE CRLS Elective-Fall 2022
- “*Do It For The Culture, Healing and Liberation*”

COSEBOC

Partnering with Out-of-School Team to train educators on D.R.U.M (Discovering Rituals Understanding Manhood) to support boys of color

**Providing
Resources for
Families**

**Language
Support**

Affinity Groups

**Caregiver
Engagement**

**McKinney-Vento
Support for Families
Experiencing
Homelessness**

**Parent
Workshops**

**Individual
Caregiver, Staff
& School Support**

Family Engagement Opportunities

Family Liaisons

- Building Capacity, Alignment & Cohesion
- Multi-lingual Support for Community
- Connecting Families to Resources

Community Engagement

- Connecting w/ Community Partners
- The Village: Design Pilot & Council
- Caregiver Summit
- Community Engagement Team Partnership

School Council Handbook

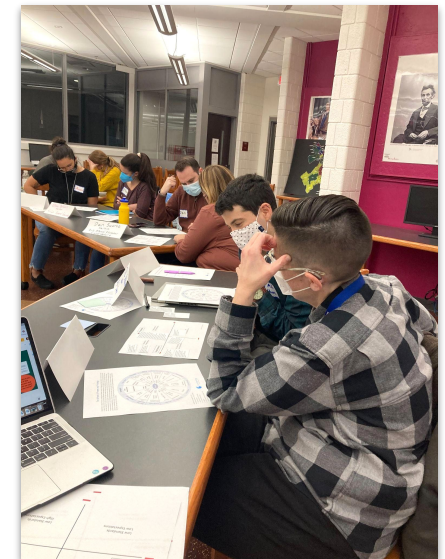
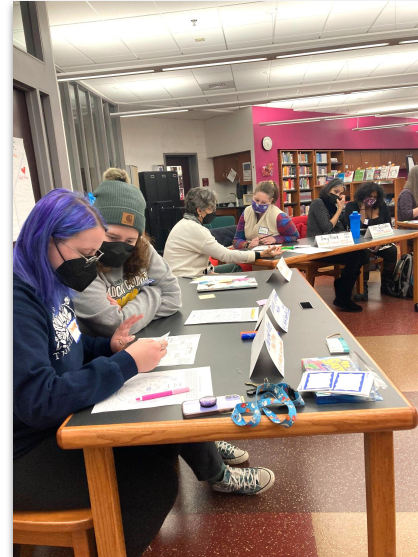
- Created in 2021-22 with students, caregivers and staff
- Focus is on making School Councils diverse and inclusive and ensuring policies and practices are uniform and in alignment with MA Ed. Law

Educator Engagement

Professional Learning

Choice Courses: **55 educators**
(Special Start- Gr. 12 & multiple departments)

1. Becoming an Anti-Racist and Anti-Bias Educator
2. Healing-Centered Engagement
3. Intersectionality and Gender in the Classroom



Additional Educator Engagement Opportunities

Educator Voice

Gathering educator input, ideas, and feedback:

1. Online survey (anonymous)
2. 1:1 meetings
3. Drop-in Zoom sessions by school

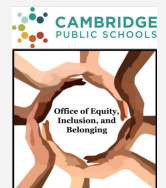
Other Supports

- New to CPS Orientation
- Special Professional Learning Opportunities per request
- Family Liaison Professional Development
- Family Liaison Extended Hours Pilot program

Multi-Stakeholder Engagement

Focus on LGBTQIA+ Inclusive and Affirming Schools

- **Safe Space Advocates:** direct services to students in each school (e.g. Rainbow Clubs, Gay Straight Alliances, Project-10 East)
- **Library resources:** funds for additional books for each school library
- **Group for Cambridge families** in the LGBTQIA+ community
- **Community Pride Day (June)**
 - a. Youth-facilitated workshops
 - b. Caregiver-facilitated workshops
 - c. Educator workshops and community of practice-partnering with CPS Health & Wellness Department



Additional Multi-Stakeholder Engagement Opportunities

School-Based Equity Self-Assessments

Examine school-based practices, procedures, and policies and address inequities

- Using the Mid-Atlantic Equity Consortium (MAEC) Equity Audit Tool: Criteria for an Equitable School
- Equity Self-Assessment Guidelines
 - Continuously updated based on input & feedback
 - Flexible: 2 timelines



Additional Multi-Stakeholder Engagement Opportunities

Equity Collaborative Spring 2022

Support student, educator,
and parent/caregiver- led
equity-based initiatives

- Applications were due:
February 14th
- Approved projects
announced: March 1st



The Office of Equity, Inclusion, and Belonging is
excited to announce the launch of this year's

THE EQUITY COLLABORATIVE

Applications are due Monday, February 14.

If you are a student,
educator, or
parent/caregiver interested
in implementing an equity-
based project or event this
Spring 2022, please apply!



Need translation support, please
email: Rasmiya (Mia) Ferej,
rferej@cpsd.us.

APPROVED PROJECTS WILL BE ANNOUNCED TUESDAY, MARCH 1ST

Additional Multi-Stakeholder Engagement Opportunities

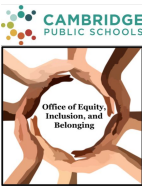


Incident Reporting System

Provide a transparent and accessible pathway for students, caregivers, and staff to report incidents of harm

- Focus group with students and educators
- Working in partnership with the Information, Communications & Technology Services (ICTS)
- Tentative Launch Date: March

Next Steps & Recommendations



1

Director of Diversity Development

- Recruitment process in progress
- Increase % of educators of color
- Increase resources and supports for educators

2

School Committee

- Anti-Racist & Anti-Bias Training for School Committee members
- Review CPS Policies for bias
- Convene a multi-stakeholder Equity Task Force/ Team

OEIB Website

Check out our website!

We're also in the Superintendent's

- Weekly Community Highlights
- Staff Monthly Updates

The screenshot shows the homepage of the Office of Equity, Inclusion, and Belonging (OEIB) for Cambridge Public Schools. The header includes the school district logo and a navigation menu. A prominent quote by Ron Edmonds is displayed: "We can, whenever and wherever we choose, successfully teach all children whose schooling is of interest to us. We already know more than we need to do this. Whether we do it or not must finally depend on how we feel about the fact that we have not done it so far." - Ron Edmonds. Below the quote is a portrait of Ron Edmonds. The main content area features a welcome message and two paragraphs of text describing the office's mission and recent activities. A vertical navigation menu on the right side lists various resources: About Us, Inaugural Equity Plan, Equity Collaborative, School-Based Equity Team Guidelines, Staff Development, Centering Youth, Family Engagement, and Equity-Based Resources.

OEIB - Office of Equity, Inclusion, and Be... Home

CAMBRIDGE PUBLIC SCHOOLS

Office of Equity, Inclusion, and Belonging

"We can, whenever and wherever we choose, successfully teach all children whose schooling is of interest to us. We already know more than we need to do this. Whether we do it or not must finally depend on how we feel about the fact that we have not done it so far." - Ron Edmonds

Welcome to the Office of Equity, Inclusion, and Belonging site!

Cambridge Public Schools (CPS) formally launched the Office of Equity, Inclusion, and Belonging (OEIB) in July 2021. The office currently includes both the Equity Office and the Family Engagement Office, which was previously established in 2019. Together, as the OEIB, our goal is to support the CPS mission to eliminate racial, cultural, and socio-economic opportunity gaps that exist throughout the school district, to develop and engage in equitable and meaningful stakeholder engagement practices, and to co-generate plans that will support inclusion and belonging.

The Equity Team spent the summer of 2021 reviewing the many equity-focused initiatives undertaken throughout the district. Over the past several years, CPS and stakeholders throughout CPS (scholars, caregivers, educators, and community members) have implemented multiple equity and racial equity initiatives. As the newly established OEIB, it is both an honor and a humbling responsibility to be charged with building on these efforts and developing and implementing a robust inaugural equity plan focused on advancing our commitment to becoming an anti-racist and anti-bias school district.

About Us

Inaugural Equity Plan

Equity Collaborative

School-Based Equity Team Guidelines

Staff Development

Centering Youth

Family Engagement

Equity-Based Resources

<https://sites.google.com/cpsd.us/oeib/home>

Thank you!

"We can, whenever and wherever we choose, successfully teach all children whose schooling is of interest to us. We already know more than we need to do this. Whether we do it or not must finally depend on how we feel about the fact that we have not done it so far." - Ron Edmunds

