

**Moraga School District
Cultural Proficiency Committee (CPC) MINUTES
February 22, 2021 - 3:30-5:00 PM**

Zoom Meeting
<https://zoom.us/j/97568371749>
Meeting ID: 975 6837 1749
Dial by Location: 1 669 900 6833

Meetings: ~~September 14, October 26, November 2, *December 14, January 11,~~
February 22, March 15, April 12, May 10

*Note: The November 16 CPC meeting was rescheduled to December 14.

MINUTES

1. Welcome and Introductions (as needed)

- a. Welcome community members

MINUTES: Welcome Mira Shah

2. Meeting Objectives

- a. Review Minutes and added content
- b. Subcommittee progress reports and next steps
- c. Contributions from CPC members per reports and next steps

3. Cultivate Thinking - presented by Mira Shah, introduced by Stephanie Richards

MINUTES: Mira Shah presented information about herself and Cultivate Thinking: 16 yr old Campo student and former MSD student - started Cultivate Thinking Club at Campo; didn't learn racial equity information earlier in school; Lessons she and others have developed: integration through kindness; make kids think for themselves; 3rd-5th lessons address race, ethnicity and nationality; used Cahoot afterwards; implicit bias; white privilege, microaggressions; trained by Campo club advisor; using Ethnic Studies curriculum from Campo to create lessons. Lessons are simplified for age-appropriateness and designed for students to think for themselves; Lessons using different online resources; Cultivate Thinking also doing: Black History art projects; lessons about black figures they didn't learn about in school; Friday movie; opening up Club to other HS students (nearing 50 people in club); not in Lafayette and Orinda at this time.

Mira provided the following links

<https://thecampoclub.com/news/2021/02/22/club-provides-early-education-of-racism/>

<https://docs.google.com/presentation/d/1bXdHiqDIlfclycKSNx2wxDp0bsllr2DiiOW014Ox0U/edit?usp=sharing>

<https://www.signupgenius.com/go/9040b4fa5ab2caafe3-black>

Mira was invited to present to the MSD Governing Board

So, what exactly is race?



Race is a made up idea that we use to group people based on how they look

- People are grouped by their race in society based on
 - skin color, facial features, hair texture, and other things like that.
- A lot of kids are born with parents of two different races and they can identify as multiracial or choose the race they feel like they identify most with.
- What are our races? Let's share, that would be great but no pressure!

What is ethnicity?

Let's talk about what ethnicity is. **Ethnicity** is where your relatives are from and where your culture originates from. Differs from Race.

- Shows up sometimes in how you dress, holidays you celebrate, & language
- What are our ethnicities? Share if you'd like!



What is nationality?

Nationality is the country you are citizen in and/or feel most connected to. You can feel a sense of nationality towards multiple countries, especially if you lived there for long period of time.



<https://thecampoelaw.com/news/2021/02/22/club-provides-early-education-of-racism/>

<https://docs.google.com/presentation/d/1bXdHiqDIIlfclycKSNx2wxDP0bsIIr2DiiOW014Ox0U/edit?usp=sharing>

<https://www.signupgenius.com/go/9040b4fa5ab2caafe3-black>

<https://www.signupgenius.com/go/9040b4fa5ab2caafe3-cultivate>

4. Subcommittee D Progress Report

- a. **Charge D1:** to review MSD policy, school rules and utilize other resources to recommend student, staff and parent behavioral standards. Include plans for implementation (Members: [Chair] David Lanuza (dlanuza@moraga.k12.ca.us), Stefanie Galizia (stefanie_galizia@yahoo.com), Aude Gaudio (audedodie21@hotmail.com) and Richard Severy (rsevery@moraga.k12.ca.us); Laura Arvindan (Larvindan@moraga.k12.ca.us))
 - i. **Charge 1D: Decision Made/Task Completed**
 - ii. **Charge 1D: Update**
 1. Website development
 2. March Board presentation - MSD mission proposal
 3. Student Conduct Code
 4. Draft pledges

MINUTES: Website - add links to policies and DEI related MSD resolutions by MSD. Show work (Diane, Tanya and Stefanie) as "in progress"; send Jennifer and Aude comments; note working documents or documents in progress

The CPC discussed altering the MSD Mission. Feedback was provided and sent back to the subcommittee for review.

Student Conduct Code - no update at this meeting

Draft pledges - no update at this meeting

5. Subcommittee A Progress Report

- a. **Charge 1A:** to develop recommendations to select Cultural Proficiency Committee (CPC) plans from 2019-2020 that were postponed/canceled and create an action plan for implementation of none, some or all in 2020-2021. Include plans for implementation (Members: Dianne Furuya-Wong (dwong@moraga.k12.ca.us), [Chair] Stephanie Richards (srichards@moraga.k12.ca.us), Lauren Lee (burwell.lauren@gmail.com), Margaret Coughlan (mcoughlan@moraga.k12.ca.us). Tanja Gubser (tgubser@moraga.k12.ca.us))
 - i. **Charge 1A: Decisions Made/Task Completed:**
 1. Cycle 6 - hold off until students return (21-22)
 2. Gender Expression (21-22) - add to 21-22 goals
 3. Completed Staff Development (20-21)
 - a. The "13th" on 1/4/21
 - b. Dr. Watson Trainings
 - i. Racial Equity Introduction: 8/11/20
 - ii. Leading for Racial Equity: 10/6, 11/19, 1/19
 - iii. Racial Equity Seminar: 10/13, 10/20, 10/30
 - iv. Parent Education: 11/12, 1/13, 2/10,
 4. Staff Meeting Equity and D and I Discussions
 - a. All staff meetings September through February
 - ii. **Charge 1A Update:**
 1. Future professional development and trainings (20-21)
 - a. Dr. Watson Trainings
 - i. Parent Education: 2/10, 3/10 (adding two more)
 - ii. Student Equity Seminar: 2/25, 3/18, 4/14
 - iii. Plan for 21-22 - to also work with 4th and 5th graders
 - b. Staff Meeting Equity and D and I Discussions
 - i. All staff meetings (monthly) March through May
 - c. Museum of Tolerance training (proposal 1/11/21)
 - d. Museum of Tolerance Fish Bowl (20-21)
 - i. By end of 20-21 schools year
 1. Next Steps: Date and communication needed
 - e. Send staff to Museum of Tolerance in 21-22
 2. MSD to offer teachers resources
 - i. Next Steps: When? What? Who?

MINUTES One-District-One Book concludes end of month with evening reading which includes students reading poetry - thanks to Stephanie for organizing; Wed mtg with teachers re: Learning for Justice with 2 teachers from each elementary school and 3 from JM. HW this prior weekend was the hour long self guided class on identity (1st of four); meet on Wed to discuss social justice standards for own classrooms; taking four classes this spring; will present in-house lessons for teachers; teacher resources will need to be a new subcommittee; need volunteers

- b. **Charge 2A:** to develop recommendations to select Cultural Proficiency Committee (CPC) plans that proved to be successful in prior years. Include plans for implementation.
 - i. **Charge 2A: Decisions Made/Task Completed**
 1. One-District One-Book in progress;
 - ii. **Charge 2A Update**

1. Plan three Teaching Tolerance days of training - all staff (When? [Aug '21, Oct '21 and Jan '22]
 - a. Next Steps: What TT programs? How much? Who is the lead?
- c. **Charge 3A:** to recommend actions for this year and following years and present recommendations to the CPC at the October 26 meeting per the [Anti-Racist Action Plan](#) and consider the following when developing recommendations: Integrate competency focused or driven lessons into classrooms; reinvigorate the CPC and review its processes to ensure it meets its objectives. Include plans for implementation.
 - i. **Charge 3A: Decisions Made/Task Completed**
 1. Diversity agenda item at all staff meetings (see Charge 1)
 2. *13th* documentary at Jan PD Day (see Charge 1)
 - ii. **Charge 3A Update**
 1. Connecting SEL curriculum with anti-racist work (when, who, how, what?);
 - a. Use Teaching Tolerance standards (who, when, where are they; when to use?)
 2. Staff Development - provide Teaching Tolerance training (3 days) - See also Subcommittee A (Tanja and Carolyn)

MINUTES: DEI at staff meetings continues re: the 13th; Waiting for Teaching Tolerance (now learning for Justice) - will they come back as they are not scheduling anything to the fall; Need confirmation of the budget; Connecting SEL curriculum down the road - on a to do list.

6. Subcommittee B Progress Report

- a. **Charge 1B:** to identify initial measures/metrics to publicly show MSD's CPC progress. (Members: Wendell Baler (wendell@able-baker.com), Stefanie Galizia (stefanie_galizia@yahoo.com), [Chair] Chris Reddam (creddam@moraga.k12.ca.us))
 - i. **Charge 1B: Decisions Made/Task Completed**
 1. Draft metric developed
 - ii. **Charge 1B: Update**
 1. Progress/next steps for posting on website

MINUTES: Dashboard; chairs to review and provide feedback; to be completed before spring break - CPC reviewed work to date.

7. Subcommittee C Progress Report

- a. **Charge C1:** to evaluate MSD supplemental activities (exs: We the People, Native American Days, Colonial Days, Walk through the Revolution, Walk Through California, clubs, assemblies, PTA sponsored programs, dances, Read-a-Thons, 7th grade Japanese simulation activity, science fairs, concerts, chorus evening programs, field trips, etc.) and events against the District's [Mission, Vision and Core Values](#) and recommend specific changes per program. (Members: [Co-Chair] David Lanuza (dlanuza@moraga.k12.ca.us), Linda Lathrop (lindarlathrop@gmail.com), Katriina Touvinen Burgess (tuovinen@gmail.com), [Co-Chair] Chris Reddam (creddam@moraga.k12.ca.us))
 - i. **Charge C1: Decision Made/Task Completed**

1. Rubric developed
 2. Program to review identified
- ii. **Charge C1: UpdateNext Steps:**
1. Provide feedback on testing the rubric and plans to review/test 400 supplemental programs.

MINUTES: No updates at this time

8. Subcommittee E Progress Report

- a. Charge: to review AUHSD guidelines for selecting novels (6th-8th) regarding diversity in themes and authors and recommend a reading list for the 20-21 school year. Present recommendations at October 26 meeting. Provide progress report at September 14 meeting. (Members: Linda Lathrop (lindarlathrop@gmail.com), Wendell Baler (wendell@able-baker.com), Gaby Alvarez (galvarez@moraga.k12.ca.us), [Chair] Bruce Burns (bburns@moraga.k12.ca.us), Kristin Anderson (kanderson@moraga.k12.ca.us))
- i. **Charge E1: Decision Made/Task Completed**
1. Information gathered from multiple resources about process and book lists
 2. Implementation steps developed with timeline
 3. Rubric developed
 4. Steps to select initial books developed
- ii. **Charge E1: UpdateNext Steps:**
1. Selection of books to read and purchase
 2. By end of year, identify new books for next school year

MINUTES: Each teacher agreed to evaluate two books each to create a preliminary list

9. Other and Public Comment

MINUTES: Thanks to Mr. Sullivan- from Laura A.

10. Adjournment