

Ethnic Studies Policy

June 23, 2021



Made in Hayward

Background

Our district believes that what we teach our youth about their ancestral legacies and culture is essential in the fight for racial justice and equity.

Adopted:

- Affirmed support for AB 2016 California Ethnic Studies Model Curriculum Draft in April 2020
- Board Policies Equity and Antiracism 0415 and 0415.1
- African American Students Success of all African American students 2017



Ethnic Studies Policy 6142.95

- Our district will expand our Ethnic Studies Pre-K -12
- Committing to establishing the completion of **Ethnic Studies courses will be taken in High School as a graduation requirement by 2022-23 school year, 10 credits**
- A planning group will be convened to design the Ethnic Studies Program framework, curriculum and implementation plan guided by [Liberated Ethnic Studies Model Curriculum](#)
- The planning group will be composed of members from the labor partners



Teaching, Practices, Support and Leadership

- Ethnic Studies planning committee will develop Professional Development including, Critical Race Theory, Abolitionist Teaching and Courageous Conversations
- Create brave spaces and time for reflection to develop practice
- Ethnic Studies included in our Induction Program
- Our Ethnic Studies work shared with our local colleges, in an effort to engage in collaborative work
- Our Ethnic Studies work will be shared with our families and community



Curriculum

- Ethnic Studies Planning Committee will design Ethnic Studies Curriculum
- ELA courses at all grades levels will include BIPOC authored materials and lived experiences
- Inclusive of Arab and Palestinian narratives
- Inclusive of stories of resistance to patterns of marginalization and oppression



Communication of our Ethnic Study Policy and Practices

- District brochure to share our Ethnic Studies Program
- Included in staff and student handbook
- Translated into appropriate languages



Policy Enforcement

Survey Data

- Sense of Belonging
- Increases in Attendance

Increases in Engagement in community and service

- Annual Board of Education Report
- Public documents for review



Accountability

- Brave Spaces for Courageous Conversations
- Reflection and Growth
- Intentional Implementation
- Student Voice in the Ethnic Studies Program
- Report back to the Board in 180 days the Ethnic Studies plan with input from students, labor partners, educators and local agencies



Recruit and Retain Staff

Recruit educators who practice within the framework of anti racism, inclusivity and global perspectives and Ethnic Studies

All staff will be given professional development to be able to teach Ethnic Studies across the disciplines



Final Thoughts and Questions

Additional policies to update-Graduation 6146.1

Review courses that meet Ethnic Studies-Course Catalog

Professional development calendaring

Meeting dates for the fall

Communication plan



Ethnic Studies Policy Committee

A special thank you to all of the contributors for supporting this new HUSD Ethnic Studies policy



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