



The work of the District’s Team for Inclusion, Diversity, and Equity (TIDE) has been hard at work attending to a number of sensitive issues that impact many of our students, each and every day. The team takes very seriously the idea that we want every space in our schools to be safe for every student.

During the last few school years, here are some examples of the EDI changes that have been developed and implemented.



<u>Topic</u>	<u>Date</u>	<u>Description</u>
SO Health-E	10/2015	Partner with Health Equity Coalition with a Josephine County Southern Oregon Health Equity group. D7 participated and facilitated the meetings for the community
Website language translation option	8/1/2017	Blackboard vendor allows users to translate website into Spanish, and other languages
Be the Change	12/5/2017	Invited parents, students, and staff to be a part of an evening event to talk about issues people of color are having in our schools. Several students shared their stories. Listening and learning activities were conducted, resulting in a pathway for regular conversations and actionable items to make school better for all students and families
TIDE formally created	5/22/2018	First TIDE meeting held. Meetings held monthly
GPHS Student Town Hall	Spring 2018	Student Town Hall on Institutional Racism
Foreign Language Policy Change	9/2018	Students who demonstrate fluency in their native language are now awarded 1, 2, or more years of HS foreign language credit upon passing assessments
Bilingual Latino Family Liaison employee hired	9/4/2018	Available to assist parents and students both
Added multiple language option, including Spanish, on school telephones	10/1/2018	Patrons can now have the option for Spanish, or another language, when they call our schools
School Suggestion Boxes	10/1/2018	Created both physical and digital suggestion boxes for schools. Principals monitor their school suggestions
Make the Change	2/25/2019	Follow-up evening activity with an open invitation to parents, students, staff, and community partner to take the next steps in D7 equity, diversity, and inclusion work
GPHS Student Town Hall	Spring 2019	Student Town Hall on LGBTQ+

Regional ESD EDI Team	Spring 2019 to present	Multiple D7 Administrators regularly attend and participate in the regional group hosted by ESD
HR Through the Equity Lens	4/19/2019	HR staff trained on EDI practices
Stipend for Classified who certify 2 nd language	7/1/2019	Through collective bargaining, Classified employees will be compensated for translation and interpreting services provided during their work day
National Equity Project – Leading for Equity	June 2019	D7 Administrators attended a two day leadership conference
Summer Exchange for Change	8/1/2019	Students from various ethnicities from Urban Portland and Rural Josephine County participated in an exchange. They learned about each other's community and each other realizing their many similarities. The results of this exchange will be shared out with GPHS students



2019/20 through 2020/21 D7 Equity Planning

<u>Community Involvement: TIDE</u>	<u>Student Involvement: GP JUMP/OEA D7 Student Town Halls</u>	<u>Staff Involvement: CULTURAL AGILITY and other Professional Development</u>	<u>FINANCES</u>
<p>Transition to Local GP</p> <ul style="list-style-type: none"> ○ D7/Parent Chairs/Agenda ○ Training Needs 	<p>JP Jump for all Freshmen: 30 Student Coaches</p> <ul style="list-style-type: none"> ○ Two Class Periods ○ Late November <p>110 Mentors</p> <ul style="list-style-type: none"> ○ One Session ○ Curriculum for Frosh/Soph late November <p>525 Students</p> <ul style="list-style-type: none"> ○ December 2019 <p>Process</p> <ul style="list-style-type: none"> ○ Train 30 student coaches in class – coaches to mentors, mentors to students ○ Train all 100 mentors/coaches by pulling mentors <p>Future idea</p> <ul style="list-style-type: none"> ○ 2020-21 – PSA Principal to Student, Could be HUGE <p>Town Halls: 2019-20</p> <ul style="list-style-type: none"> ○ Fall – Race I ○ Winter – LGBTQAll+ ○ Spring – Race II 	<p>New Staff Training Cultural Agility</p> <ul style="list-style-type: none"> ○ Classified <ul style="list-style-type: none"> ▪ Nov. 1st, ½ day PD – CA 101 ▪ Fall 2020-CA 201 ○ Certified <ul style="list-style-type: none"> ▪ Oct. 16th, ½ day sub – CA 101 ▪ April 3rd – High School – CA 201 ▪ May 1st – Middle School – CA 201 ▪ Elementary Summer/Fall 2020--CA 210 <p>Staff Training: Gender Equity</p> <ul style="list-style-type: none"> ○ Legal Counsel lead training on Gender Equity August 2019 ○ GPHS Staff--Fall 2019 <p>Admin. Participation/Training</p> <ul style="list-style-type: none"> ○ ESD Regional EDI Group – quarterly meetings ○ HR Through the Lens Training – April 2019 and continuing ○ SO Equity Summit – August 2019 <p>On-Going Professional Development</p> <ul style="list-style-type: none"> ○ Presentation to region on Town Hall Process September 17, 2019 ○ CTE staff with RCC How to market CTE with students of color 	<ul style="list-style-type: none"> ○ \$7,500 District Initial contribution ○ \$3,500 OEA contribution