



DEPARTMENT OF DIVERSITY, EQUITY, AND INCLUSION

STRATEGIC PLAN

2024-2027

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Strategic Plan: 2024-2027

Department of Diversity, Equity, and Inclusion

Welcome to the DEI Strategic Plan

The Department of Diversity, Equity, and Inclusion (DEI) is situated within the Division of DEI, under the leadership of Dr. Carlos Castillo - Chief of Diversity, Equity, and Inclusion. The Department was created in early 2023 to highlight the district's position on strengthening diversity, equity, and inclusion practices and programs with the goal of making the district a more inclusive space for all our students, staff, and families, in order to allow all our students to achieve their greatest potential during their schooling years. The Department's work is focused on four elements of the DEI Action Framework (image below), namely building knowledge of *Cultural Proficiency*, strengthening *Culturally Responsive Practices*, increasing *Multicultural Experiences*, and empowering *Social Action*. The Department believes that the successful delivery of DEI work through the four Action Framework elements will help get us closer to our district's overarching goals of improving student outcomes and achieving operational excellence.



Department Value Statement

The Department of Diversity, Equity, and Inclusion values the partnerships fostered with staff throughout our district that lead to more equitable and inclusive practices that increase staff wellbeing and student success. The department values the connections built with our families through trainings and workshops that allow our families greater access to our system and the ability to advocate for their students through a more nuanced understanding of their student's identity and their required support. Finally, the department values the need to create inclusive spaces for all our students with the aim of ensuring our schools are safe spaces in which our students can focus on their continued academic success and achieve their greatest potential.



Image: New FUSD staff participating in the department's 8-hour Cultural Proficiency training

Department Vision

The Department of Diversity, Equity, and Inclusion will be recognized as a support-driven team ready to assist all staff with practices, policies, workshops, and trainings that relate to any element of diversity, equity, and inclusion. The Department will be known for its *frequent* and *fixed* delivery of trainings available to families, staff, and students, that lead to stronger student outcomes and a school system that is responsive to our students' and families' needs. We will strive to be guided by work that is supported by comprehensive data collection and analysis that, in turn, will be used to highlight successes and changes.

Overarching Action Framework Strategies

The Department has set out its general goals for 2024-2027 relating to each of the four Action Framework elements.

1. Cultural Proficiency

The Department will deliver a consistent set of trainings to school site staff, students, families, and community partners including School Resource Officers and members of the FUSD expulsion panel, relating to Cultural Proficiency¹. This set of trainings will include intensive and short trainings on cultural proficiency developed for all our staff, workshops that assist our families to better advocate for their students that will be available in the three most spoken languages in Fresno Unified, and tailored trainings for students on inclusivity and identity that create more culturally proficiency school sites.



Image: An intensive cultural proficiency training attended by school site and district staff in 2024.

¹ Cultural Proficiency is about educating through knowing, valuing, and using as assets our and others' cultural backgrounds, languages, and learning styles within the context of our teaching.

2. Culturally Responsive Practices

The Department will develop and lead programs that are culturally responsive to the communities of our district, and partner with other departments to address the need for culturally responsive decision making and practices. Projects will focus on creating a space for staff to share ideas and solutions, so as to proactively address future concerns or issues. Partnerships with other departments will also be a priority and will ensure culturally responsive decision making and practices that benefit our students and their families. The department will strive to be a visible partner throughout our district when student, staff, or family concerns arise that relate to culturally unhealthy behavior and policies.

Image: School Choice Expo 2023. Hosted by the department, the event provides an equitable opportunity for all families and students to explore programs offered by our speciality schools, available virtually and in-person.





Image: Kids taking part in cultural activities at the Department's Hispanic affinity group kick-off event, "La Voz".

3. Multicultural Experiences

The Department will create and implement numerous programs related to the promotion of multiculturalism and increased participation in multicultural activities by students and staff with the aim of growing our staff and student understanding of the cultures around them.



Image: Students attending the district's inaugural American Indian Senior Recognition Ceremony

The department's programs will include the strengthening of connections between our various student clubs at each of our comprehensive high schools. In addition, the department will be the contact point for school site staff and parent/family associations that are looking to explore multiculturalism in the district and at their school site.



Image: The district's first Native American Student Club, funded by the Federal Government's Title VI program, started at Fresno High School and supervised by the Department's American Indian Education Program.

4. Social Action

The Department will implement effective programs that address social injustice and issues that affect our students' lives, both in society and at the school site. In partnership with existing resources and programs in the district, the department will work to develop new content and programs that allow our students to broaden their understanding of the world around them, actively participate in their community, and pursue a journey of better self-understanding through an inside-out approach that influences how they relate to other students, their school community, and the world at large. Additionally, the department will develop training that supports our staffs'

understanding of social and educational injustice for staff to proactively address concerns at school sites and share knowledge of societal injustices with students.



Image: High School students from the district's 7 comprehensive high schools take part in the department's pilot Multicultural Summit aimed at promoting greater understanding of each other's cultures and becoming more culturally proficiency.

For questions relating to this strategic planning document, please contact Dr. Armen Karamanian at (559) 457 3811 or armen.karamanian@fresnounified.org

ACHIEVING
our **GREATEST**
Potential!