



## **FREQUENTLY ASKED QUESTIONS**

### **GENERAL**

#### **What is the Office of Equity, and how does it support students and families?**

Oakland Unified School District's Office of Equity provides direct support to students, families, and schools. More than a set of programs, we are building a movement to transform conditions and outcomes for four targeted groups:

- African American Female Excellence
- African American Male Achievement
- Arab Asian Pacific Islander Student Achievement
- Latino Student Achievement

With a team that reflects the demographics, identities, and experiences of the youth and families we serve, we're on a mission to create a culture of belonging for all students. Establishing a solid sense of belonging is a crucial step toward closing gaps in academic outcomes between targeted groups and their peers.

#### **Why does the Office of Equity focus on four specific groups of students?**

The Office of Equity concentrates on African American, Arab American, Pacific Islander, and Latino students because, based on academic data, these groups have been furthest from opportunity due to systemic inequities in the educational system. The Office aims to create equitable learning conditions and close gaps in outcomes between these students and their peers.

#### **How can I get involved with or support the Office of Equity?**

If you're interested in supporting the OUSD Office of Equity, you can get involved by partnering on initiatives or exploring ways to work together.

For more details, visit [www.ousd.org](http://www.ousd.org) or call the main office at (510) 879-8200.



## **FREQUENTLY ASKED QUESTIONS**

### **GENERAL, CONT.**

#### **What support is provided by the Office of Equity to schools?**

By implementing targeted strategies, anti-racist/anti-ableist learning, and language access, and focusing on engaging students furthest from opportunity and partnering with their families, the Office of Equity achieves its mission of:

- eliminating the correlation between a student's racial, ethnic, and/or cultural background and their ability to succeed at school and beyond;
- identifying, examining, and eliminating biases in individuals as well as in practices, to create equitable and just conditions for all students furthest from opportunity; and
- creating a sense of belonging for all students that allows them to tap into and cultivate their unique gifts, talents, and interests.

#### **How is the Office of Equity improving students' academic experiences and outcomes?**

The Office of Equity enhances academic outcomes through targeted programs, including African American Female Excellence (AAFE), African American Male Achievement (AAMA), Arab, Asian, and Pacific Islander Student Achievement (AAPISA), and Latino/a Student Achievement (LSA). Each program provides specialized support that fosters belonging and engagement, which data has shown is leading to higher attendance, improved literacy, and increased graduation rates.



## **FREQUENTLY ASKED QUESTIONS**

### **STUDENT AND FAMILY ENGAGEMENT**

#### **Why is the student and family engagement unit in the Office of Equity?**

The student and family engagement unit is within the Office of Equity to ensure direct support for the target student groups and their families, helping to address unique needs and foster strong family-school partnerships that contribute to academic success.

#### **How does the Office of Equity support student and family engagement in schools?**

##### **How do I get support for my school?**

The Office of Equity engages students and families by providing affinity spaces, leadership opportunities, and resources tailored to the needs of each focus group. Schools can request support through the Office of Equity by contacting [sara.nuno@ousd.org](mailto:sara.nuno@ousd.org) for family engagement and [adriana.villegas@ousd.org](mailto:adriana.villegas@ousd.org) for student engagement.

#### **Who is responsible for leading student and family engagement at my school? In the district?**

At each school, student and family engagement is led by designated staff or coordinators focused on building partnerships with families to support student success. At the district level, the Office of Equity oversees student and family engagement efforts, ensuring schools have the foundational structures and practices needed to foster meaningful connections with families across the district. For specific contacts, contact your school administration or the Office of Equity at [officeofequity@ousd.org](mailto:officeofequity@ousd.org).



## **FREQUENTLY ASKED QUESTIONS**

### **COMMUNITY ENGAGEMENT**

#### **What community engagement programs or initiatives does the Office of Equity participate in or lead?**

The Office of Equity leads several community-focused initiatives, including African American Female Excellence (AAFE), African American Male Achievement (AAMA), Arab, Asian, and Pacific Islander Student Achievement (AAPISA), and Latino Student Achievement (LSA). These programs engage the community through culturally responsive events, advocacy, family engagement, and educational support, working to create inclusive environments that promote student success.

#### **How can community organizations collaborate with the Office of Equity?**

Community organizations can collaborate with the Office of Equity by partnering on programs that support the academic and social success of underserved student groups. To explore partnership opportunities, organizations can contact the Office of Equity, [officeofequity@ousd.org](mailto:officeofequity@ousd.org).



## **FREQUENTLY ASKED QUESTIONS**

### **TECHNICAL ASSISTANCE AND CAPACITY BUILDING**

#### **How can school sites request support or consultation from the Office of Equity?**

School sites can request a consultation by contacting the Office of Equity, [officeofequity@ousd.org](mailto:officeofequity@ousd.org). If support is approved, the Office of Equity can provide guidance on best practices, resources, and strategies to enhance equity and inclusion at school sites.

#### **How can we implement the Office of Equity's targeted initiatives at our school site?**

We recommend that schools with 20% or more of our targeted populations partner with the Office of Equity to implement initiatives like AAFE, AAMA, AAPISA, or LSA. The Office supports meeting the unique needs of each school's community and ensures the initiatives align with district goals.

#### **How can I identify students who might benefit from the Office of Equity targeted programs?**

Educators and administrators can work with the Office of Equity to identify students who may benefit from targeted programs. The Office provides tools and criteria to help schools recognize students most likely to benefit from additional support based on academic, social, and cultural needs.

#### **What professional development or training opportunities does the Office of Equity offer educators?**

The Office of Equity offers professional development and training in culturally responsive teaching, antiracist practices, and inclusive classroom strategies. These sessions equip educators with skills to support diverse student groups and foster equitable learning environments.

#### **How are culturally responsive practices and antiracist learning implemented and monitored in schools?**

The Office of Equity supports implementing culturally responsive practices and antiracist learning by providing schools with resources, training, and monitoring tools. In partnership with our academics division, regular assessments, feedback, and data collection ensure these practices are effectively integrated into classroom environments and support student engagement and success.



## **FREQUENTLY ASKED QUESTIONS**

### **INTERPRETATION AND TRANSLATION**

#### **How does the district determine if a school qualifies for translation or interpretation services?**

The district assesses the need for translation or interpretation services based on the percentage of home languages represented in the school's student population. Schools that have 15% or more students and families who speak languages other than English are prioritized for district-provided language support.

#### **What types of translation or interpretation services are available for families?**

The district offers translation and interpretation services to help non-English-speaking families stay informed and engaged. These services include in-person interpretation, phone and Zoom interpretation, and written translations of essential documents, such as compliance-related notices, safety communication, and information to support families' engagement in their children's educations.

#### **What can families do if their school does not qualify for district-provided interpretation or translation services?**

If a school does not qualify for district-provided services, families can contact the school's administration to explore alternative options. Many schools can provide referrals to community resources or arrange for interpretation assistance to ensure all families can participate in their children's educations.



## **FREQUENTLY ASKED QUESTIONS FOR FUNDERS**

### **What kind of funding best supports the Office of Equity's ability to continue creating sustainable, long-term impact in OUSD?**

Funding that is flexible, multi-year, and focused on capacity building best supports the Office of Equity's ability to make sustainable, long-term impacts. These funds allow for the expansion of targeted initiatives, the development of culturally responsive programs, and the enhancement of crucial resources for underserved student groups.

### **How are funds allocated to support Office of Equity signature initiatives, and what are the key focus areas?**

Funds are allocated to support key initiatives like African American Female Excellence (AAFE), African American Male Achievement (AAMA), Arab, Asian, and Pacific Islander Student Achievement (AAPISA), and Latino Student Achievement (LSA). These initiatives focus on academic support, family engagement, cultural representation, and leadership development, all contributing to improved educational outcomes for targeted student groups.

### **How does the Office of Equity measure and monitor the impact of funded programs?**

The Office of Equity tracks the impact of funded programs through data on student attendance, literacy, graduation rates, and engagement levels. Regular evaluations and feedback from students, families, and educators also help monitor progress and ensure programs meet intended goals.

### **How can funders collaborate with the Office of Equity to sustain long-term change?**

Funders can collaborate with the Office of Equity by investing in multi-year partnerships, supporting targeted initiatives, and engaging in ongoing dialogue with the office to align funding priorities with student needs. These partnerships contribute to lasting improvements in educational equity across OUSD. For more details, check out [www.ousd.org](http://www.ousd.org), email [officeofequity@ousd.org](mailto:officeofequity@ousd.org), or call the main office at (510) 879-8200 to connect with the Office of Equity.