

Equity



Student Equity Council workshop

Student Equity Councils (SECs) at each of our high schools provide students with opportunities to lead and promote diversity, equity, inclusion, and accessibility (DEIA) on their campuses. Through training, collaboration, and project-based work, students identify ways to strengthen school culture and create more inclusive learning environments for all students. The District hosted training workshops in the fall and spring semesters for Student Equity Council members. The three-day fall training was attended by approximately 150 students and allowed for onboarding, community building and a time to focus on the work at each school. Students took part in projects that addressed dehumanizing language, sports equity, accessibility and cost barriers. More than 100 students attended training in the spring semester. Activities included sessions on:

- Building connections with SEC leaders from other schools
- Practicing empathy and listening more deeply to student experiences
- Understanding what's beneath the surface of equity work (people, power, policy)
- Learning from what's working at other schools
- Leaving the workshop with clear next steps for SEC projects

Board Policy Update - Nondiscrimination Harassment - On September 10 the Board of Trustees approved policy language changes to Administrative Regulation 5145.3 (Nondiscrimination/Harassment) which includes protections for transgender and gender-nonconforming students. The District's approach included adopting California School Boards (CSBA) language revisions where possible and making revisions in the best interest of students, parents and guardians where needed. The policy review included: acceptance of gender identity recognizing student's asserted Identity; use of names and pronouns - respecting requests without requiring legal documents; access to facilities, programs, activities in alignment with Education Code 221.5(f); and Dress Code/Uniforms - freedom consistent with gender identity.

Black Educator Affinity Group - Using resources from the California Anti-Bias Grant, the group continued to serve as a meaningful Districtwide professional community for African American educators through eight convenings, one of which was at the Domini Hoskins Black History Museum. The group also extended its impact through partnership with the Black Teacher Project and administrator professional learning focused on inclusion, belonging, and support for BIPOC educators. Finally, the annual Panorama Survey of staff saw improved outcomes related to staff relationships, increased knowledge and skills around bias and racism, greater feelings of belonging, and more practical tools for administrators. Overall, the group contributed to broader District goals around creating a more inclusive culture, sustaining support networks for staff, and strengthening leadership practices that better support BIPOC educators.

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4th Annual San Mateo County Pride Prom

Pride Prom 2026 - The 4th Annual Pride Prom was held on Friday, April 17 on the College of San Mateo campus. SMUHSD welcomed 188 students from all over San Mateo County to the inclusive and free event! Visit www.smuhsd.org/prideprom for an event recap.

Equity Visits - The District completed its second year of Equity Visits as part of its commitment to being an anti-racist organization dedicated to reflection and ongoing learning. Equity Visits are rooted in our Anti-Racist Transformational Journey and the SMUHSD Instructional Framework, these visits advance our shared mission to:

- Confront systemic inequities.
- Build trust and accountability within our community.
- Center student voices and lived experiences.

District educators visited each of the nine high school campuses. They visited classrooms, heard directly from students and educators, and reflected on how school experiences are supporting equity, access, and belonging. This provided professional learning opportunities for both the visiting team of administrators and teachers as well as meaningful feedback to the host school.

Equity Advisory - A dedicated team of educators, parents, caregivers and community members participated in seven meetings during the 2025-26 school year. The committee reviewed District data (such as academic outcomes, attendance, and discipline), provided input on key initiatives like the Local Control and Accountability Plan (LCAP), and discussed ways to improve student experiences, especially for groups who may face barriers. Through small-group discussions and collaborative problem-solving, members help identify needs, share perspectives, and recommend actions that promote belonging, access, and success for every student.

Emergency Response Protocol: Unidentified Individuals Attempting to Remove a Student, Educator or Parent/Guardian - On September 25 Trustees approved a District-wide Emergency Response Protocol providing guidance to school sites in the event that unidentified individual(s) (e.g. claiming to be federal law enforcement) attempt to abduct or remove a student, educator or parent/guardian from a campus without proper identification and a valid judicial warrant. This protocol shall be implemented in alignment with the San Mateo County Big 5 Emergency Protocols, specifically the Lockdown/Barricade response. The Board's decision follows Governor Newsom signing the Safe Schools Act which includes AB 49 and SB 98 intended to strengthen protections for California students and families from immigration enforcement activity on school campuses. AB 49 prohibits school employees from allowing immigration officers on campuses or sharing student information without a warrant or court order and requires immigration officers who are allowed on school campuses to be restricted to areas where students are not present. SB 98, known as the Sending Alerts to Families in Education Act, requires schools and universities to notify students and staff when immigration enforcement officers are present on campus.