



## Board of Education Report

**File #:** Res-044-18/19, **Version:** 2

**ADOPTED**

Ms. Garcia, Mr. Melvoin - Everyone Counts: Increasing Equity for All of Our AANHPI AMEMSA Students and Employees (Res-044-18/19) (For Action May 28, 2019)

Whereas, The Los Angeles Unified School District embraces the diversity of all students in pursuing the goals of reaching 100% graduation, closing opportunity gaps, and preparing all students for college and career readiness;

Whereas, Los Angeles is situated in the Pacific Rim region of countries and the District is a noted Pacific Rim leader in P-12 education, spreading values of diversity, equity, and inclusion to school systems both in the United States and abroad;

Whereas, AANHPI AMEMSA (Asian American Native Hawaiian Pacific Islander and Arab Middle Eastern Muslim South Asian) is an inclusive term that represents and fosters collective identity amongst individuals, communities, and ethnic minority groups of Central Asian, East Asian, Middle Eastern, Native Hawaiian, North African, Pacific Islander, South Asian, Southeast Asian and Southwest Asian descent. With highly diverse geographic, cultural, and ethnic identities, AANHPI AMEMSA communities are not a cultural monolith, but unite in political alliance for shared activism and advocacy;

Whereas, According to U.S. Census 2016 estimates, Los Angeles County has the largest AANHPI AMEMSA population of any county in the United States with over 1.59 million persons of AANHPI AMEMSA descent, including over 130,000 AANHPI AMEMSA undocumented immigrants;

Whereas, According to the District's MiSiS system, over 85,000 students of AANHPI AMEMSA background are enrolled in and attend our schools, comprising nearly 18% of the District's total student population. This number excludes large numbers of Middle Eastern, Southwest Asian, and North African students currently recorded as white students in compliance with California Education Code;

Whereas, The diverse experiences of AANHPI AMEMSA students in the District include both tremendous success and unmet need. The aggregation of AANHPI AMEMSA data masks disparities within AANHPI AMEMSA populations, not allowing for identification and differentiation among higher and lower need student groups;

Whereas, By disaggregating data for AANHPI AMEMSA students, the District can become a national leader in advocating for AANHPI AMEMSA educational equity, highlighting and delivering services to specific communities of need and providing meaningful outreach in eliminating barriers to parent and community involvement;

Whereas, The District has on multiple occasions reaffirmed its commitment to declaring all schools "safe zones" and that no student data including country of origin or immigration status will be shared with federal Immigration and Customs Enforcement agents absent exigent circumstances, as outlined by the Reaffirmation of Los Angeles Unified School District Schools as Safe Zone for Families Threatened

by Immigration Enforcement (Res-093-16/17) resolution and reaffirmed on multiple occasions, including most recently by the Demanding Action on DREAMs Deferred: Finding a Permanent Resolution for Undocumented Youth and TPS Beneficiaries resolution in March, 2019;

Whereas, The Governing Board of the Los Angeles Unified School District has a history of celebrating the legacy of AANHPI communities in the past during Asian Pacific American Heritage Month through many resolutions, including the Celebrating Asian American and Pacific Islander Heritage Month (May 2010), Celebrating Asian/Pacific American Heritage Month (May 2012 and Res 082-13/14, May 2014), Celebrating Asian Pacific American Heritage Month (April 2013), Celebrating Asian and Pacific American Heritage Month (Res 068-14/15, May 2015), Celebrating Asian Pacific Islanders American Heritage Month (Res 048-15/16, May 2016 and Res 080-17/17, May 2017); and

Whereas, Actions of the District, as the second-largest school district in the country and largest school district in California, hold great precedence for other districts and make impactful statements about the values of our nation's public education system; now, therefore, be it

Resolved, That the Governing Board of the Los Angeles Unified School District formally embraces, respects, and celebrates the unique and important needs of all students, including Asian American Native Hawaiian Pacific Islander (AANHPI) and Arab Middle Eastern Muslim South Asian (AMEMSA) students;

Resolved further, That the Board celebrates May as AANHPI AMEMSA Heritage Month and recognizes Friday, May 31<sup>st</sup> as Day of AANHPI AMEMSA Activism in honor of Vincent Chin, a Chinese-American activist who suffered death as a hate crime victim, and all AANHPI AMEMSA individuals and communities who have fought for civil rights;

Resolved further, That the Board directs the Superintendent to institute data disaggregation policies for all students and employees of color, including AANHPI AMEMSA students and employees, by achieving, in partnership with community organizations, the following goals:

- Direct appropriate District departments to update Strategic Plans reflecting resolution goals by creating project plans reflecting accurate scope, schedule, and budget estimates
- Establish a comprehensive list of race/ethnicity disaggregated categories respective of all diverse subpopulations of all students and employees
- Support system-wide readiness and implementation of data disaggregation in all student and employee information and record systems
- Ensure that every department, every school, and every office will update policies and forms allowing all students and employees to indicate their diverse ethnic/racial and multi-ethnic backgrounds
- Communicate with all District staff, parents, guardians, students, and community members in their preferred languages about data disaggregation efforts
- Ensure that all future reports of student and employee information include disaggregated data
- Continue to update and add categories for data disaggregation, as needed, on forms and information systems
- Enact goals of resolution through existing, uncommitted funds that could be considered for reallocation to support implementation
- Comply with all confidentiality laws and District policy, including the Family Educational

Rights and Privacy Act (FERPA)

- Within 120 days, develop a comprehensive plan to accomplish these objectives, and deliver that plan to the Board and community stakeholders

Resolved further, That the Superintendent shall establish an AANHPI AMEMSA Steering Committee for Educational Equity which will issue specific recommendations to the Board in May of 2020 and continue to meet through successful implementation of the resolution. The Committee will issue recommendations on, at minimum, the following:

- Identifying low-performing AANHPI AMEMSA student groups and necessary supports for these students
- Identifying groups of race and ethnicity, reflective of the demographics of Los Angeles County, that should be included in data disaggregation efforts
- Investigating necessary translation services for AANHPI AMEMSA students and families and improving partnership with community organizations who can provide culturally-responsive services
- Updating culturally-responsive mental health and bullying prevention practices and training for teachers and administrators regarding AANHPI AMEMSA students, especially sexual orientation, gender identity and expression (SOGIE)-diverse students, female students, and religious minorities
- Identifying interest in potential expansion of dual language immersion programs
- Developing a bank of AANHPI AMEMSA culturally-affirming resources which teachers and staff can use in schools
- Developing existing or new ethnic studies curriculum that includes meaningful AANHPI AMEMSA-focused units;

Resolved further, That on an annual basis during the month of May, the Superintendent shall provide an update on the state of AANHPI AMEMSA students and employees in the District, including, but not limited to:

- Rates of student achievement and wellness (graduation, proficiency in English and Math, suspension)
- Rates of equity and participation (choice program applications and matriculation, college and career readiness, enrollment)
- Changes in policies promoting or advancing equity for AANHPI AMEMSA students and employees
- Current and new community partnerships with local organizations;

Resolved further, That the Superintendent will promote data disaggregation policies by:

- Sharing copies of this resolution with the Governor, State Superintendent of Public Instruction, California State Board of Education, Members of the California Senate and Assembly Education Committees, County Offices of Education, District Superintendents, and School Board Chairs in California
- Publicize passage of this resolution with national, state, and local news media
- Advocate on a state level for amendments to the Education Code and state law requiring

disaggregation of student data for all students of color, including AANHPI AMEMSA students;  
and, be it finally

Resolved, That the Board commits to working toward conditions where all students and employees, including AANHPI AMEMSA students and employees, feel safe in fully expressing their unique racial, ethnic, cultural, and religious identities in District schools.