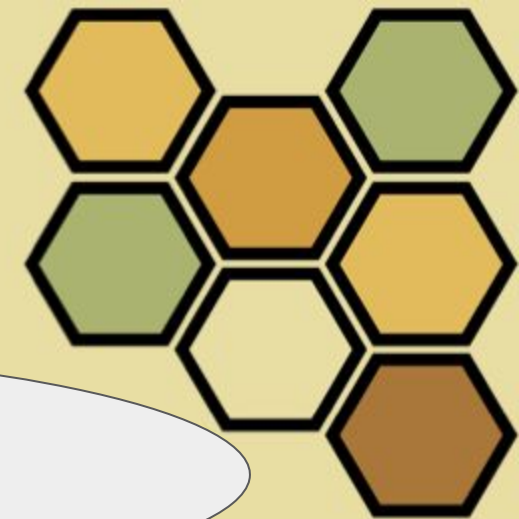
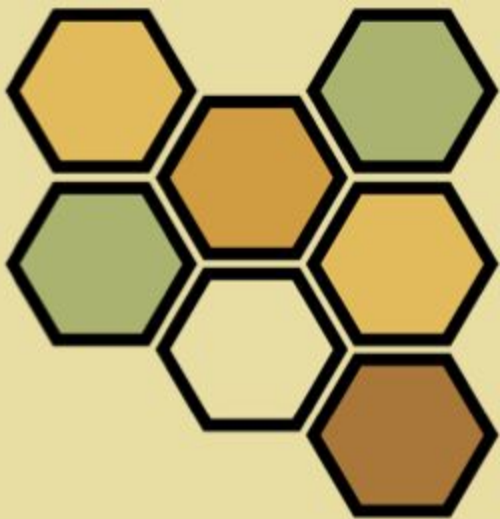



That's me; I'm in Kindergarten....  
The future, Dr. Bay Jones



I've always wanted to be a teacher and to HELP spread my love of learning to children.





What Problem? I didn't know there was a problem.  
Now I know, so let's *do something*...

Administration says,



"We have DATA showing us what the problem is!"



## Survey Results

Each year, students (young/old) are assessment & measured in many different ways.

“In 12 years, **are students getting what they need to succeed...**

Do we even have a **common definition of success?**”

**These answers keep telling us the same thing, “No.”**

A-G **Graduation rates** at nearly every high school in the (SRCS) district have **declined**, while thousands of students of color; English learners and students with disabilities are being left behind. [Press Democrat 12-20-23]

**Purported problems - no electives so students are missing out on *passion*, <25% on track to graduate so culture of *hopelessness*, too hasty so there’s poor *alignment*, haven’t tracked/monitored all along and so now looking and realizing, “it’s becoming an emergency.”**[Press Democrat 12-20-23]

“**Voice** that is frequently **missing** — that of **students and parents of color**, who stand to be affected the most whether **SROs** are reinstated or not.” [Press Democrat 12-7-2023]

The **child care system's inadequacies hinder family economic mobility** and perpetuate **generational wealth gaps**. The inability to access care can force caregivers to have to leave work early, be late for work or miss days entirely. Even more troubling: Almost a quarter of parents report being **fired because of difficulties accessing child care**. It's a **cycle**: Child care is inaccessible, the parent loses their job, which makes affording child care to secure a new job even more difficult.[Kids Count Data]



Beyond Equity in Education

## Survey Results

Each year, Community College Students are asked in many different ways,  
“Are you getting what you need to succeed...Do you feel you belong?”  
**Their answers keep telling us the same thing, “No.”**

ALMOST 40,000 STUDENTS AT 57 CALIFORNIA COMMUNITY COLLEGES PARTICIPATED. THE RESULTS:

- 50% of respondents were **food insecure** in the prior 30 days
- 60% of respondents were **housing insecure** in the previous year
- 19% of respondents were **homeless** in the previous year [The #Real College Survey]

Students indicated what they **needed** from their colleges...more **flexible options** (more **course offerings** and options such as **online**), and financial and non-financial assistance (e.g., **childcare**) to help them better balance competing priorities. [(CCC) Attendance Decisions Survey]

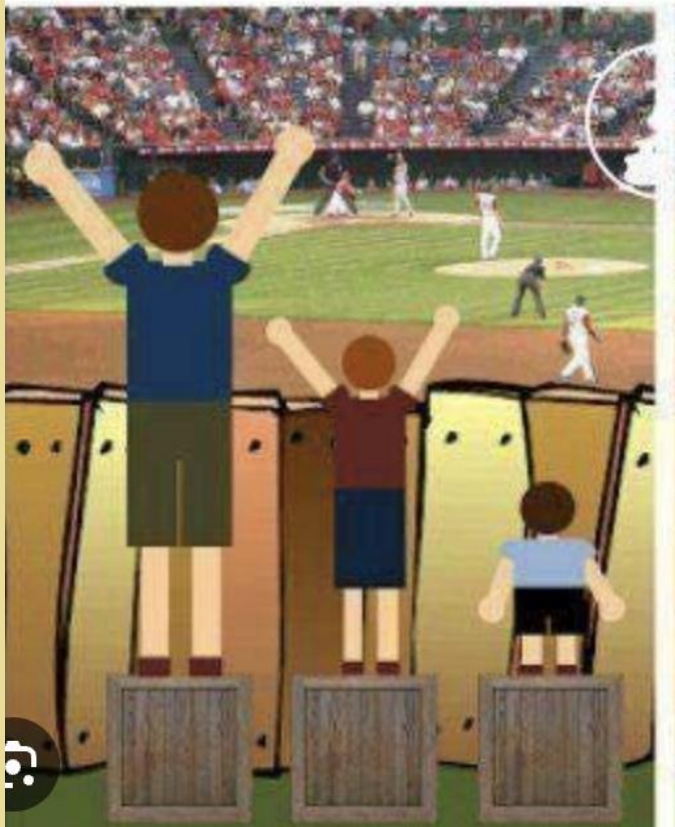
Nearly, 20% have **never had academic advising** or planning, 64% have never had **career counseling**, and over 60% say they’ve **received little or some help coping with non-academic responsibilities**. [Community College Survey of Student Engagement]



Beyond Equity in Education

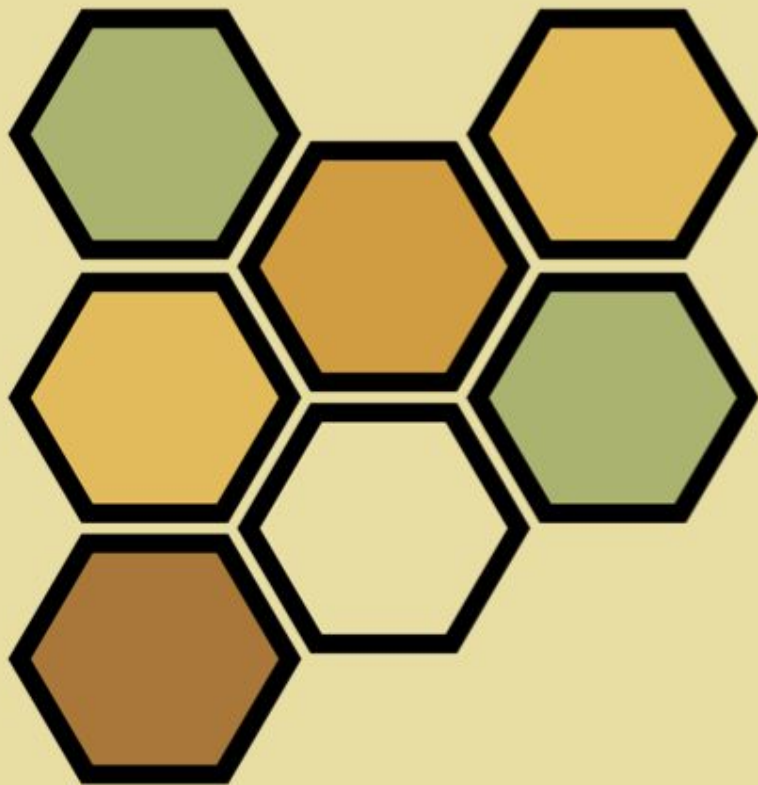


# Equality



# Equity





**After fifty years, the gap in student achievement by racial groups remains virtually unchanged.**

**Why?**

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The YMCA....





Every Student Every Day

STOP DOING  
THINGS THAT  
DONT MATTER



Students need to know what's really going on...

From the Anti-Racist Toolkit - A Lesson on What is prejudice and bias?



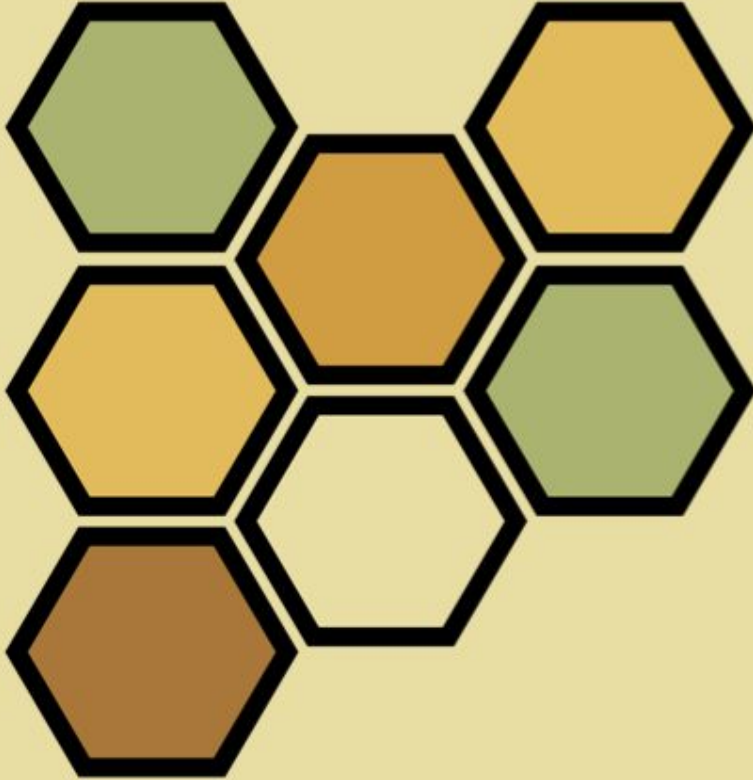


**“(S)chooling often asks children to be something or someone other than who they really are...It asks them to use language other than the one they come to school with. It asks them to dismiss their community and cultural knowledge. It erases the things that the students hold dear.”**

- Gloria Ladson-Billings, *Crossing Over to Canaan: The Journey of New Teachers in Diverse Classrooms*



Beyond Equity in Education

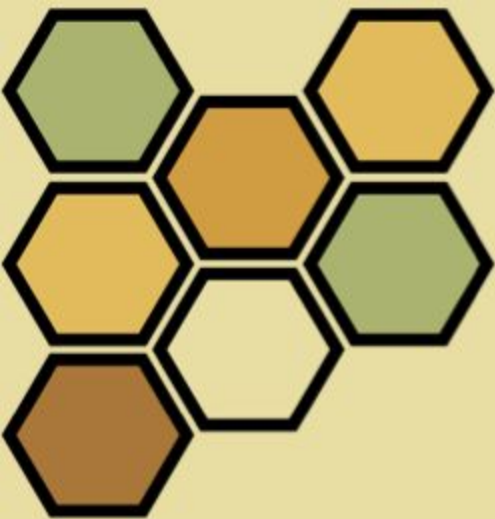


The *Problem* & The *Gap* that the majority of our teachers, administrators, and the overall system helps to perpetuate and support is a **Whiteness Systems Gap**—this is our real problem...and this problem doesn't live with our students or with their families!

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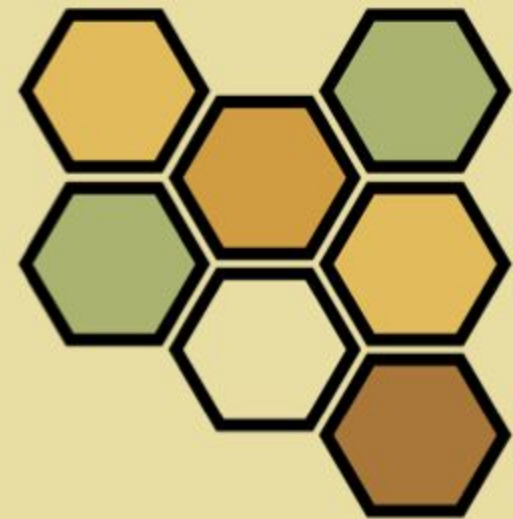
A Whiteness Systems Gap is invisible to most people, and especially difficult for White people to see. This is why - to address systems, we must **also address** personal/implicit bias, power, and racism (defined as bias + power) in schools.





How Impact 100 can help - schools need a tool to measure if what we're doing makes a difference. FLAIR is that tool.

[5-minute Demo Video here](#)



Dr. Jones created a 3-year tool to address the systems gap, provided an anti-racist toolkit to classrooms, and has a forthcoming guidebook to involve youth more directly.

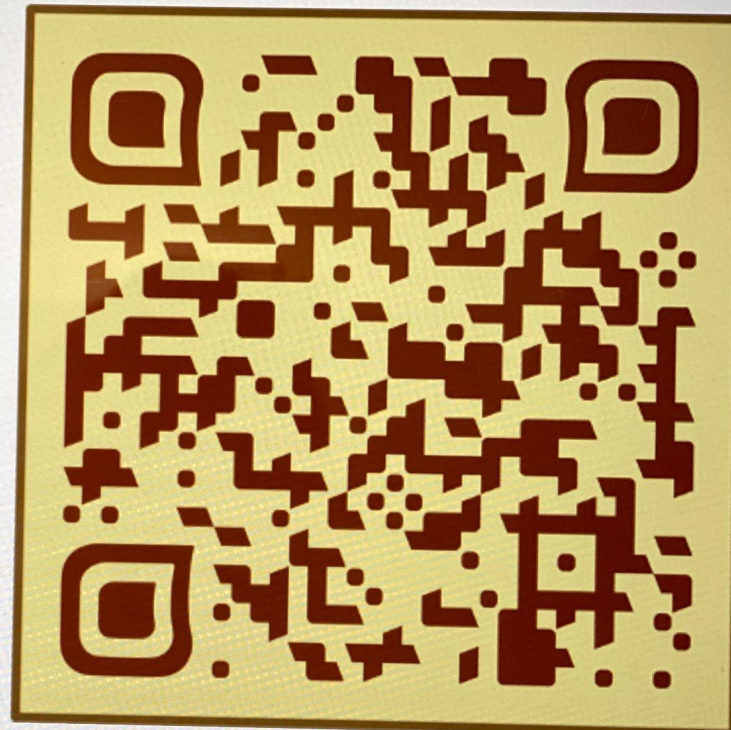
THANK YOU!



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Here's a link to a video I've done on the Guidebook



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QR CODE to VIDEO



Here's a link to a survey to keep you updated on the guidebook's release date w/ Dr. Robin DiAngelo



  
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**QR CODE to SURVEY**