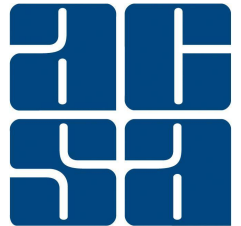


State ACSA Equity Committee 2019-20

Roles and Responsibilities & Annual Planning



Meeting Objectives:

The presenter will:

- provide Executive Boards with an update on the work of the Statewide Equity Committee
- highlight goals and objectives of the Statewide Equity Committee
- explain the role as region representative for Equity
- lead the team in completing Region 14's Equity Action Plan

ACSA's Mission

“The Association of California School Administrators is the driving force for an equitable, world-class education system, and the development and support of inspired educational leaders who meet the diverse needs of all California students.”

State ACSA Equity Committee Purpose

To build the capacity in equity leadership and cultural proficiency of all educators within the organization and throughout the state of California to effectively eliminate all equity gaps.

- Identify and **research** issues related to equity and diversity
- Develop strong **recruitment and retention policies and practices** to grow membership
- Recommend policies, practices, and resources which lead to **quality instructional/educational programs and services**
- Assist in the development of programs, resources, and materials to **help leaders effectively respond** to equity issues
- Establish **partnerships** and communication links
- Assist the board in implementing aspects of the association **strategic plan**

Expectations and Responsibilities of Region Equity and Charter Representative

For Regional Executive Boards

Expectations of Equity Committee Region and Charter Representatives

- **Attend** all Equity Committee meetings or send alternate, and provide region report within 5 days.
- **Participate** in and support Equity Committee professional development events (e.g. Leadership Summit equity strand, implicit bias training, equity leadership institute, etc.)
- **Support** implementation of Equity Project goals (i.e. facilitate Twitter chats, facilitate book studies, author articles in leadership magazines, and EDCAL equity section).

Responsibilities for Regions and Charter Representatives

- **Encourage /outreach** to diverse members for involvement in committee/councils/regions
- **Review** and discuss equitable practices in by-laws
- **Create/support** equity networking events for diverse members (i.e. African American, Asian, Latino, LGBT and Pacific Islander,)
- **Support** legislative advocacy through connection with VPLA/ Legislative Policy Liaison
- **Commit** to bringing a new/potential members to each ACSA event that differ from own social/cultural background

Responsibilities for Regions and Charter Representatives

- **Develop** an effective level of communication about Equity Project work to promote awareness (i.e. newsletters, eblasts)
- **Collaborate** with alternate region rep, charter rep, region president, and VP Legislative Action on issues related to equity
- **Support** action planning (equitable practices) for regions-see region action plan template
- **Ensure** that equity is on all region agendas and provide information/updates

Annual Planning for Equity Region 14

Due: February 28, 2020

Please find the [November meeting docs](#)

Equity Committee Goals for 2019-2020

- To increase diversity in ACSA membership and leadership through intentional recruitment, retention, and outreach efforts.
- Increase all members' awareness and action in equity and diversity issues that impact historically underserved leaders and students.
- Provide and embed relevant equity leadership training for ACSA leaders and members that focuses on building capacity in cultural proficiency.
- Equity Committee representatives will create an Equity Region Network of at least three leaders to support region equity leadership and ACSA State Equity Office.

Equity Action Plan Template



Region XX Annual Action Plan for Equity

I

Strategic Plan	Focus Area	Goal/Objective	Action Steps	Completion Date	Person(s) Responsible	Budget Projection
Member Outreach and Engagement	<u>J & M</u>	To increase diversity in ACSA membership and leadership through intentional recruitment, retention, and outreach efforts.	1. 2. 3.	1. 2. 3.		
Focus Area		Goal/Objective	Action Steps	Completion Date	Person(s) Responsible	Budget Projection
Professional Development – Delivery/Reinforcement	<u>J, K & M</u>	Increase all members' awareness and action in equity and diversity issues that impact historically underserved leaders and students.	1. 2. 3.	1. 2. 3.		

Equity Action Plan

Goal: 1) To increase diversity in ACSA membership and leadership through intentional recruitment, retention, and outreach efforts.

Strategic Plan Milestone	Goal (see above)	Action Steps	Completion Date	Person(s) Responsible
<u>J & M</u>				

Equity Action Plan

Goal: 2) Increase all members' awareness and action in equity and diversity issues that impact historically underserved leaders and students.

Strategic Plan Milestone	Goal (see above)	Action Steps	Completion Date	Person(s) Responsible
J, K & M				

Equity Action Plan

Goal: 3) Provide and embed relevant equity leadership training for ACSA leaders and members that focuses on building capacity in cultural proficiency.

Strategic Plan Milestone	Goal (see above)	Action Steps	Completion Date	Person(s) Responsible
J & K				

Equity Action Plan

Goal: 4) Equity Committee representatives will create an Equity Region Network of at least three leaders to support region equity leadership and ACSA State Equity Office.

Strategic Plan Milestone	Goal (see above)	Action Steps	Completion Date	Person(s) Responsible
D, J, & K				

How to Get Involved in Region Equity Work

1. Volunteer to be part of region equity committee to help region representative
2. Keep me in the loop of equity-related events in your charter

Concluding Thoughts

Thank you for your input!!!