



## WCSD Diversity, Equity, Inclusion & Belonging (DEI/B) Action Plan

Culture & Climate		
Focus Area	Action Steps	Timeline
<b>Goal: All students &amp; families experience a strong sense of belonging in the Walnut Creek School District.</b>		
Elementary Morning Meeting & Middle School Advisory will include lessons to support identity & inclusion.	<ul style="list-style-type: none"> <li>Implement Second Step Curriculum</li> </ul>	ongoing
School Sites will focus on DEI/B	<ul style="list-style-type: none"> <li>Develop Site Equity Action Plans aligned to Site Plans</li> </ul>	ongoing
Sites environments will support DEI/B	<ul style="list-style-type: none"> <li>Utilize an <a href="#">Equity Walk Protocol</a></li> </ul>	2023-25
All students will feel represented & included.	<ul style="list-style-type: none"> <li>District calendar will acknowledge <a href="#">multicultural holidays</a></li> <li>Support gender-inclusive environments</li> </ul>	ongoing
Use perception data to monitor progress	<ul style="list-style-type: none"> <li>Survey students, family, staff</li> </ul>	ongoing
WCSD Wellness program continues to support positive discipline practices	<ul style="list-style-type: none"> <li>Support <a href="#">Restorative Practices</a></li> <li>Responsive Classroom - Continue training for all staff</li> </ul>	2022-27
Professional Learning		
<b>Goal: Provide all staff with training and collaboration time to support a deep commitment to supporting equity, inclusion, &amp; belonging.</b>		
Continue New Staff training with Epoch Education	<ul style="list-style-type: none"> <li>Professional Learning <a href="#">modules with facilitated discussion</a></li> </ul>	ongoing
Provide teachers with professional learning to support teaching contemporary Issues	<ul style="list-style-type: none"> <li>Explore Partnership with <a href="#">UC Berkeley History Project</a> &amp; <a href="#">Facing History &amp; Ourselves</a></li> <li>Partner with National Equity Project - <a href="#">PD Resources</a></li> <li>All Schools Partner with - <a href="#">No Place for Hate, ADL</a></li> </ul>	2023-26
Ability awareness training for staff to support inclusion	<ul style="list-style-type: none"> <li>Mainstreaming support with the District Inclusion Specialist</li> </ul>	ongoing
Gender Inclusive Environments	<ul style="list-style-type: none"> <li>Wellness Team - support <a href="#">staff professional learning</a></li> </ul>	ongoing

Culturally Responsive Pedagogy	<ul style="list-style-type: none"> <li>Promote Staff book &amp; article study</li> <li>Elementary Social Studies Adoption Professional Learning</li> </ul>	2023-24
High-quality Collaboration	<ul style="list-style-type: none"> <li>Partnership with <a href="#">Collaboration Network</a>:BV, IV, MW, WCI 202-25</li> </ul>	2023-26
<b>Instructional Materials</b>		
<b><i>Goal: Instructional materials will capture a wide representation of diverse people who are reflected in accurate and appropriate cultural &amp; historical contexts and will provide opportunities for students to think critically and make connections to real-life issues.</i></b>		
Increase diversity in library book collections	<ul style="list-style-type: none"> <li>Continue to purchase classroom &amp; school library materials</li> <li>Purchase Units of Study Mentor Texts</li> </ul>	ongoing
Provide updated social studies curriculum & instructional practices	<ul style="list-style-type: none"> <li>K-5 Social Studies Program Adoption</li> <li>Training on the Social Studies Framework</li> <li>Ensure multiple perspectives are addressed in social studies instruction</li> </ul>	ongoing
ELA Units of Study will provide students with the opportunity to view and discuss multiple perspectives.	<ul style="list-style-type: none"> <li>Purchase books and provide coaching support to the following Units of Study: 3rd Grade Social Issues, 5th Grade Civil Rights, 6th Grade Social Issues</li> </ul>	ongoing
<b>Community Engagement</b>		
<b><i>Goal: All families feel welcome and respected at their child's school and educators actively reach out to build partnerships.</i></b>		
Inclusion & belonging	<ul style="list-style-type: none"> <li>Organize Community Sessions/Affinity Groups</li> <li>Parent Ambassadors support multilingual families</li> <li>Promote involvement at transition years- TK/K, 5th/6th &amp; 8th/9th</li> <li>Continue to facilitate <a href="#">Listening Sessions</a></li> </ul>	ongoing
Celebrating our diverse community	<ul style="list-style-type: none"> <li>Continue Cultural Heritage Festivals</li> </ul>	ongoing
Increase avenues to hear student voice	<ul style="list-style-type: none"> <li>Involve Student Council/Student Leadership Groups</li> <li>Increase Student Voice &amp; Agency</li> </ul>	ongoing