

**Discussion on Education Coalition's Racial Justice Ad Hoc Committee**

June 21, 2021

**Attachments**

1. [Ad Hoc Committee – Work Plan Paper](#)
2. [Ad Hoc Committee – School Policing Paper](#)

**The Education Coalition**

The Education Coalition is comprised of the nine statewide K-12 education associations that advocate on consensus positions. The nine statewide organizations include:

- Association of California School Administrators (ACSA)
- California Association of School Business Officials (CASBO)
- California County Superintendents Educational Services Association (CCSESA)
- California Federation of Teachers (CFT)
- California School Boards Association (CSBA)
- California School Employees Association (CSEA)
- California State Parent Teachers Association (PTA)
- California Teachers Association (CTA)
- Service Employees International Union (SEIU)

A fundamental rule within the Coalition is to take positions only where consensus exists among all nine members. The Education Coalition's priorities have generally concerned the integrity of Proposition 98 and funding in the budget for K-12 public education. From time to time, however, the Coalition has advocated on non-funding educational issues.

**The Education Coalition's "Ad Hoc Committee on Racial Justice"**

Following the murder of George Floyd in May of 2020, the Education Coalition established an Ad Hoc Committee on Racial Justice. The Ad Hoc Committee outlined series of issues to study and recommend policy reforms ([attachment 1, "Work Plan"](#)). The issues would subsequently be explored in detailed reports.

The first of these reports focused on school policing ([attachment 2, "School Policing Paper"](#)). The Ad Hoc met every two weeks (for two hours per meeting). They heard countless guest presentations on all aspects of school policing. They discussed policy changes and ultimately completed their report on school policing.

The expectation has always been to release subsequent reports on the topics identified in the Work Plan. The recommended proposals in each report would become legislative proposals if lawmakers take interest. The leaders of the nine Coalition members have committed to continue developing policy recommendations to advance the cause of racial equity.

## Proposed amendments

Staff conversations with CCSESA members and with Education Coalition members have suggested the need for two amendments to the Work Plan and School Policing Paper.

### 1. Level-setting on language and word choice.

**Defining terms.** We must ensure the important messages about structural racism is delivered in a manner that can be received by all readers. One cannot assume that the reader understands what the committee means by “whiteness,” “anti-racism,” or “colonialist perspectives” without the papers being clear on how that term is being used. These terms are becoming more widely known, but still lack a common definition outside of academic and Diversity, Equity, and Inclusion spaces. Likewise, some terms may undermine the message if misunderstood. We should provide framing and definitions for these terms to ensure the Education Coalition and readers are offering/receiving the same information.

**Consistency of terms.** Some terms are used interchangeably and should be more closely evaluated. For example, in the Work Plan, the section on curriculum pushes for anti-racist curriculum, but in the personnel section, it suggests all staff should receive implicit bias and cultural competency training. Anti-racism, implicit bias, and cultural competency are not the same and do not have the same outcomes. They certainly fall under the racial justice umbrella but if the recommendation is to have anti-racist curriculum, educators will need to be trained in tenets of that ideology. The papers should define and use these terms with consistency to ensure we achieve intended policy outcomes.

### 2. Explain why the Education Coalition should care about systemic racism.

These papers should clearly frame why the Ad Hoc Committee’s racial justice objectives connect to the overall purpose and function of the Education Coalition. We need a clear statement that explains how systemic racism in our schools negatively affects student opportunities and outcomes. Without understanding the specific effects of racism in schools, it is more challenging for the Education Coalition to directly engage in anti-racist policy reforms.

## Today’s discussion

This is an informational agenda item. We are in the process of receiving CCSESA membership input to inform amendments we propose to the Education Coalition (see above). Once all Education Coalition members review proposed amendments, and assuming we have consensus documents, CCSESA staff will bring the final papers back to our membership for approval. Whether the approval comes from the Legislative Committee or Executive Committee (interim position) will depend on the timing of the finalized document.



## Discussion

1. Comments on the Work Plan ([attachment 1](#)), either as is or with proposed amendments?
2. Comments on the School Policing Paper ([attachment 2](#)), either as is or with proposed amendments?