



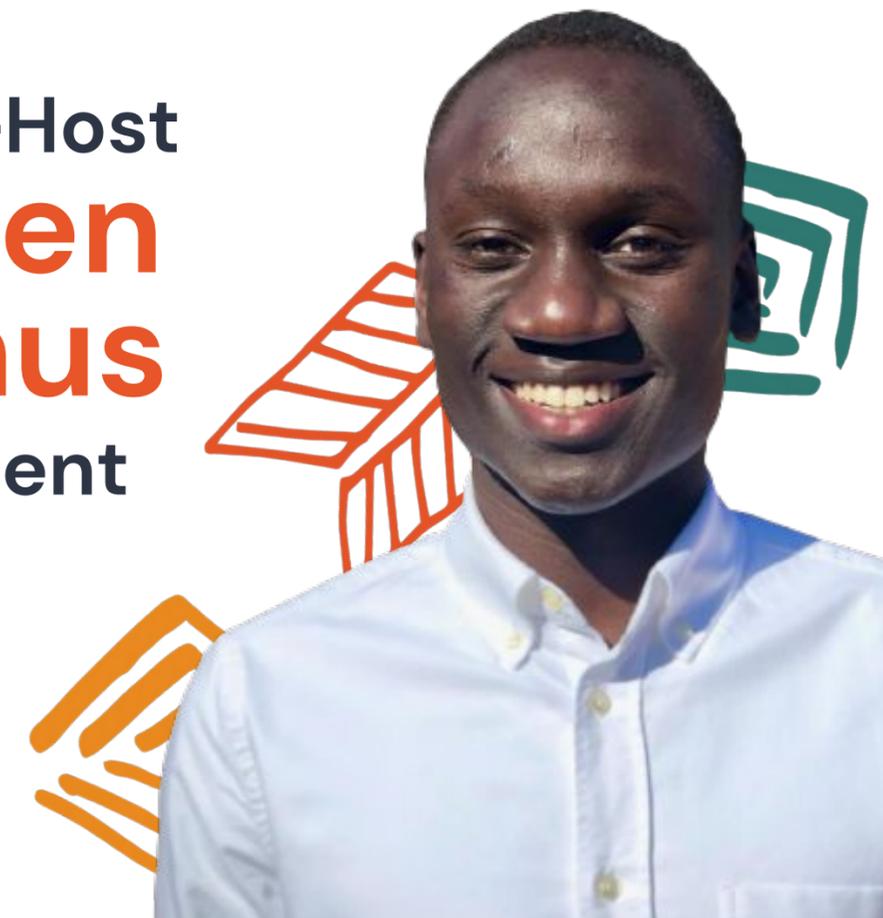
**BLACK PARENTS
ASSOCIATION**

Unity in the Community

April 13th @ 6:30pm

With Co-Host
**Amulen
Rozmus**

BPA Student
Summit
Leader



AGENDA



1. Welcome
2. Community Building – Breakout Rooms
3. BPA Updates & Coming Events
4. District Fresh News & Reviews
5. Focus Group Summary Review + Breakout Session
6. Question & Answer
7. Closing



Question Two

What is one goal
you have for 2021?

Question One

Who are you/ what is
your affiliation to your
school or the District?

Question Three

Three words to
describe how you
feel right now?

Breakout Groups



Black Parents Association

**“Without community,
there is no liberation.”**

♥ **Audre Lorde**





Welcome aboard...

Kehia McKinney – Board Member

Kehia McKinney is a dedicated mother of four, youth advocate, networker, and Educator. She spend over 8 years in the Tracy Unified School District and served as the PTO Secretary & President from 2006 – 2012. Kehia is the founder of AAAMotivated, a movement and platform to inspire youth in their journey of self actualization. Kehia is simply a dynamic and impactful force helping youth create and thrive in positivity.





Equity in Action

Through collaboration and advocacy, BPA created opportunities to host several events that inspired innovative ways to lead change and helped strengthen the educational landscape for our students.

**Successes in
2020-2021**



My College Pathway

Charting the Road to College Success

- Partnership with Silicon Valley Community Foundation and their Scholarship Officer
- 49 families participated live, while the recording was viewed by 71 in total
- Sparked ideas for actions towards creating the path to higher education
- Hugely impactful event for both students and families alike



My College Pathway

Tuesday
February 2nd
6:30pm

Special Guest Presenter Dean Taylor
Scholarship Officer of Silicon Valley Community Foundation

Come learn about:

- Scholarships
- A-G planning
- Personal planning
- True cost of college
- How to pay for college
- Life after college

To Join the Meeting

- www.zoom.com
- US: +1 669 900 9128
- Webinar ID: 980 8184 2946
- Passcode: 703662

SILICON VALLEY
community foundation®

SIP w/Girls Who Code

Free Virtual Summer Program for 9th – 11th grader

- Partnership with Girls Who Code and their Senior Manager
- About **20** families participated live, while the recording was viewed by **16** additional times on BPA's platform
- Priority consideration is offered to students within SMUHSD and this promotion helped bring further **awareness**
- **41** students from the District signed up

INSPIRE A GIRL TO CODE
AND SHE'LL CHANGE THE WORLD.
SPEND YOUR SUMMER WITH US,
AND YOU'LL UNDERSTAND WHY.



TUESDAY, FEBRUARY 23RD @ 6:30 PM

**A SUMMER
WITH GIRLS WHO CODE**

with Special Guest Presenter Emily Ong
Senior Manager at Girls Who Code

Come learn about:

- An overview of the **FREE virtual Summer Immersion Program** for 9th-11th grade girls and non-binary students (beginners welcome!)
- How to apply AND get **priority consideration** through the San Mateo Union High School District's partnership with Girls Who Code!



To Join the Meeting

- [Click to join the meeting link here](#)
- OR visit zoom.us/join and enter:
 - Meeting ID: 981 9064 7706
 - Passcode: 888646
 - US: +1 669 900 6833

girls who
code



Community Focus Group

Facilitated by Dr. Mary Montle Bacon

- Held in conjunction with student and teacher focus groups
- About **20** families participated in this intimate discussion with feedback shared directly with the District
- Opportunity to **hear** directly from Parent(s) + student support community on issues that are **important** to them and overarching themes



The flyer features a collage of diverse people's faces, a teal text box with meeting details, and a white text box with contact information. The BPA logo is visible in the top left of the flyer.

Community Focus Group

Tuesday, Feb. 9th
6:30 PM

Calling all parents, guardians, family members and community advocates of African American/Black & multiracial students in the SMUHSD. The BPA & District invite you to share what's on your mind in our quest to improve the quality of services for our students. Please join us for a candid discussion on a variety of topics that impact the lives of our students within the SMUHSD.

Facilitated by:
Dr. Mary Montle Bacon
Images of a Culture

www.bpa-smuhsd.org

To Join the Meeting

- <https://smuhsd-org.zoom.us/j/93940590119>
- US: +1 669 900 9128
- Zoom ID: 939 4059 0119



HBCUs @ Spring College Visits

Partnered with Steve Hanson – SMHS Counselor

- In under **7** days enrolled **5** Historically Black Colleges and Universities to SMUHSD Spring College Visits
- **1st** time **HBCUs** have been present at such an event
- Whereas, the attendance was not what we had **hope** – We intend to host **more** HBCUs in Fall
- Considering an HBCU Education Evening in Fall



MORE Historically Black Colleges & Universities at SMUHSD's Spring College Visits

Get to know the diverse and enriching experience Black Colleges have to offer. Visit <http://bit.ly/smuhsdvisits> for meeting room information and to join the presentations.

 **Central State University**
Monday, March 8th | 11:50 am – 12:20 pm

 **Lincoln University**
Thursday, March 11th | 11:50 am – 12:20 pm

 **Fisk University**
Thursday, March 11th | 3:30 pm – 4:00 pm



Stay Connected...

...to stay informed

- **Scholarship & Fundraiser**
- **Student Community Building**
- **Baccalaureate Celebration**





Baccalaureate Scholarship

For Graduating Seniors

- Spread the word to any graduating senior in SMUHSD, Serra High School or Crystal Springs Upland Schools
- Encourage them to apply and participate
- Post the flyer on your social media channels
- **Deadline: 4/30 @ 11:59PM**



BLACK PARENTS
ASSOCIATION

*36th Annual
Baccalaureate Scholarship*

Apply to win a scholarship and participate in this year's BPA Baccalaureate. Visit <https://bpa-smuhd.org/baccalaureate/> to apply online or download the application.

Deadline: April 30th @ 11:59 pm

For graduating Seniors
in SMUHSD, Serra High and
Crystal Springs Upland School

www.bpa-smuhd.org



Baccalaureate Scholarship Program

Fundraising for Awards

- Help raise scholarship funds for graduating seniors, today – Someone else will do the same for your student(s) in the future
- Donate at paypal.me/smuBPA
- Spread the word...everywhere
- Find out if your company has a matching program – Add BPA and promote the event with your coworkers



BLACK PARENTS
ASSOCIATION

36th Annual Baccalaureate Scholarship FUNDRAISER

Donate today to honor a graduating senior and support their journey towards higher education.

This year we are looking to meet our goal of \$100,000 to help build strong support within our students' college journey. So, why not donate today and continue to help bring equity to action in the lives of our youth. Donations can be made online (using the link below) or mailed to P.O. Box 101, San Mateo, CA 94401. All donations are tax deductible.

Giftng Deadline: April 30th

www.paypal.com/paypalme/smuBPA

State of the Student Summit

Of the Students. By the Students.
For the Students.

- Join this event exclusively for students on **April 28th at 4:30PM**
- Safe space for candid conversation around the intersection of Black+ identities and experiences and other topics relevant to our student journey
- Register with school email at www.smuhsd.org/bpa or www.bpa-smuhsd.org/news-events

The Black Parents Association Presents...

WEDNESDAY
APRIL 28TH
4:30PM

Led By:
Hunter Black
Aragon High School
Aaliyah Stuart
Mills High School
Amulen Rozmus
Middle College
Terilyn Wong
Capuchino High School

STATE OF THE STUDENT SUMMIT

OF THE STUDENTS.
BY THE STUDENTS.
FOR THE STUDENTS.

HEALING & BUILDING THE COMMUNITY
THE BLACK+ EXPERIENCE

Join us for a candid student-led conversation in a safe (virtual) space for students from SMUHSD, Serra High & CSUS. To register visit: www.smuhsd.org/BPA

Questions? Email info@bpa-smuhsd.org





36th Annual Virtual Baccalaureate Ceremony

If Opportunity Doesn't Knock,
Build a Door: You are the Master Builder

- Celebrate with us via video presentation on **Sunday, May 16th at 3:00 PM**
- Ceremony is to recognize Black+ graduating students in the SMUHSD, Crystal Springs Upland School and Serra High School to celebrate their academic achievement
- More to come in the next week



36TH ANNUAL BACCALAUREATE
AND SCHOLARSHIP CEREMONY

**IF OPPORTUNITY
DOESN'T KNOCK,
BUILD A DOOR**

YOU ARE THE MASTER BUILDER

#wheretheexcellenceresides

MAY 16TH, 2021
AT 3PM VIA VIDEO
PRESENTATION



The background of the slide is a vibrant orange color, decorated with a repeating pattern of stylized geometric shapes. These shapes include squares with concentric lines, rectangles with diagonal hatching, and various angular forms, all rendered in shades of brown and tan. The patterns are scattered across the top and bottom sections of the slide, framing a central white horizontal band.

Fresh News & District Reviews

SMUHSD-Panorama Survey

- **Purpose of Surveys conducted Nov. 9-20, 2020:** *Feedback about student experience as relates to school climate and bias/racism on campus.*
 - [Part I - School Climate/culture](#) (Survey questions)
 - Part II - Social Emotional Learning

- 79% of students responded to the survey across the District:
 - **African American:** 47/71 = **66% response rate**
 - **Latin-x:** 2116/3031 = **70% response rate**
 - **Pacific Islander:** 121/181 = **67% response rate**
 - **English Learner:** 574/897 = **64% response rate**
 - **Students with Socioeconomic Disadvantages (SED):** 1583/2306 = **69% response rate**
 - **Students with IEP's:** 501/950 = **53% response rate**

Gender Breakdown of Responses

- **Cultural Awareness and Action:**

- *How confident are you that students at your school can have honest conversations with each other about race?*
- *How well does your school help students speak out against racism?*
- *When there are major news events related to race, how often do adults at your school talk about them with students?*

- **Hate-Motivated Speech:**

- *When there are instances of hate speech (either directed at me or another person) at my school, I see adults respond in a way that makes me feel safe.*
- *I have experienced casual racism (mocking language, jokes, insults towards targeted groups).*
- *I have experienced microaggressions on campus (not overt racist actions but small nonverbal snubs, dismissive looks, gestures and/or condescending tone) at school.*

- **Across both broad areas of the survey:**

- Overall, male and female students responded to survey at similar rates
- Male students responded more favorably to the questions overall than female students in both themes
- Female students responded particularly unfavorably to the Hate-motivated speech questions

Inclusive Hiring Update

Dr. Kirk Black

BLACK
talent
MATTERS



- SMUHSD has enhanced its recruitment practices inline with the Superintendent's goals around equity and diversity
- The Board approved a service agreement with Anastasia Talton-Boone on 4/1 to provide Diversity, Equity, and Inclusion Consulting
- Ms. Talton-Boone:
 - Founder and President of Black Talent Matters and Meraki Human Resource Consulting. She will assist SMUHSD with inclusive recruiting strategies
 - Graduated from a HBCU and will better connect SMUHSD with HBCU students and graduates
 - Author of "Black Unicorn in Silicon Valley" that depicts some of her experiences while employed in Silicon Valley, including Facebook
- Consulting and strategy initiatives provided by Meraki Human Resource Consulting for inclusive hiring programs - Learn more about the [inclusive hiring presentation](#)

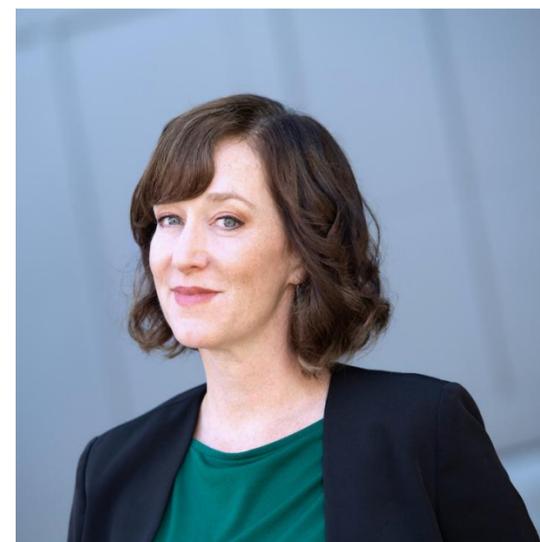
Racial Equity Training Agency

Dr. Julia Kempkey

- District engaged in lengthy process to identify provider to train all staff in Anti-Racist Practices
- Joe Truss & Shane Safir were identified as the provider and will be presented to the board this Thursday
- This work will begin immediately upon approval



Joe Truss is committed to dismantling white supremacy culture in schools. He brings 16 years of education experience, including teaching, curriculum design, and school leadership.



Shane Safir has worked at every level of the education system for 25 years. Since 2008, Safir has provided leadership coaching, strategic planning support, and equity-driven professional learning for schools, districts, and organizations.





PARENT CONNECT

A program of the San Mateo Union High School District

Parent Connect Parent Support Group
is a virtual support group for
parent/caregiver(s) of teens who are
experiencing difficulties with attendance,
behavior, Tobacco, Vape, cannabis & other
substances, campus closures and/or
COVID-19 related stressors.

Topics Covered in the Group include:

- ❑ Communication and Healthy Boundaries
- ❑ Managing Stress during the Pandemic
- ❑ Strength Based Parenting
- ❑ Tobacco, Vape, Cannabis, & other substances

When:

- ❑ English-Speaking Group: Tuesdays
* Beginning March 16th, 2021
 - ❑ Spanish-Speaking Group: Thursdays
* Beginning March 18th, 2021
- 6:00-8:00 pm - via Zoom - for 8 sessions

FAQ's:

Who is this group for?

Parents and caregivers of any student within our SMUHSD community. Parents from any school site are able to attend. Students do not attend this group.

How do I join?

If you are interested in attending this group, you can email your student's academic counselor, wellness counselor, school administrator, or one of our Parent Connect Group facilitators, Gabriella Gelb at ggelb@smuhsd.org.

How do we benefit from participating?

The group covers topics that many of our parents and caregivers are navigating with their teens and gives you tools for your toolbox to pull from as challenges come up. Parents get to connect with each other and hear about other parents'/caregivers' experiences with these challenges.

What is the format of this group?

The group is divided between lecture style and discussion/processing amongst group members.

Do we have to attend all 8 sessions?

The group is optional and can be joined at any point throughout the 8 week section. However, the more sessions attended, the better equipped you will be for managing challenges with your teens.

How does my participation in this program affect my student?

Attending this group does not get released to your student's future college or future employers. Everything shared in the group is confidential. Our hope is that your participation in a this program will benefit you, your student, and your family.

Does attending this group mean I have a "bad" kid?

Absolutely not! Parenting and raising teens can be one of the most challenging jobs you may ever have and utilizing resources like this group to support you through it is a GREAT thing!

Do I need to pay for the group?

This group is 100% **free** to families within our district.

The background of the slide is a solid orange color, overlaid with a repeating pattern of stylized, hand-drawn geometric shapes. These shapes include squares with concentric lines, rectangles with diagonal hatching, and various angular forms in shades of brown and orange. The patterns are scattered across the top and bottom sections of the slide, framing the central white band.

Focus Groups Summary Review

SUMMARY OF FOCUS GROUP OUTCOMES

Students Parents Staff Members



Unity in the Community



San Mateo Union High School District

April 13, 2021

SUMMARY OF FOCUS GROUP OUTCOMES

Participants

- Staff (7)
- Students (8)
- Parents (20+)



SUMMARY OF FOCUS GROUP OUTCOMES

African American/Multiracial Families



• Limitations: Students

- Use of volunteer participants
- Lack of representation from all schools
- Limited representation of diversity of student participants
- No access to struggling or Special Education students

SUMMARY OF FOCUS GROUP OUTCOMES

Students Parents Staff Members

Positive Comments

- **Student Interpersonal Relationships**
 - **Quality of Education**
- **Access to Higher level Coursework**
- **Ethnic Studies Curriculum**



MAJOR THEMES THAT RESULTED

Students • Parents • Staff

Areas of Concern



- **Skepticism about the Purpose/Follow-up**
- **Feelings of Isolation/Lack of Belonging**
 - **Lack of Representativeness in Staff**
- **Absence of Culturally Responsive Curriculum**
- **Implicit and Explicit Bias/Microaggressions**
- **Staff insensitivity/Lack of Protection/Support**

Additional Issues to Address

- **Adequacy/inadequacy of Support for Struggling Students**
- **Unique Issues: Biracial/Multiethnic Students and Families**



- **Middle School Experiences/Transition**



Focus Group Follow-up

- Curricular Follow-up based specific comments from families and students about instructional activities and delivery of content
 - Continued review of all novels and instructional materials to ensure culturally relevant for all students
- Black/African American teaching staff offered paid collaboration time and participation in the [Black Teacher Project](#) through National Equity Project
- Continued recruiting efforts to increase diversity of our staff
- Outreach to our partner districts to collaborate on how to support concerns related to middle school experiences of our incoming students.



The logo for San Mateo Union High School District is circular, featuring the text "SAN MATEO UNION" at the top and "HIGH SCHOOL DISTRICT" at the bottom. In the center, the letters "BR" are prominently displayed. The logo is surrounded by a decorative border of colorful geometric shapes, including squares and rectangles with internal patterns, in shades of orange, green, and blue.

Reaction + Solution / Next Steps

- In Break-out rooms, please discuss your reaction to the focus group results using this Slide Deck.
- [Reaction + Solution](#) (# of your breakout group populate that # slide)
- Please see the Reaction and Solution slide shared in the chat.

The logo for San Mateo Union High School District is circular, featuring the letters 'BR' in the center. The text 'SAN MATEO UNION' is at the top and 'HIGH SCHOOL DISTRICT' is at the bottom. The logo is surrounded by a decorative border of colorful geometric shapes.

Question and Answer

Norms

- Please put your name and question in the chat to be called on.
- If you don't want to ask your question directly send them to comments@smuhsd.org, and we will read the question for you.
- If we can't answer your question tonight, we will post it in an FAQ on our website at www.smuhsd.org/BPA.

The logo for San Mateo Union High School District is circular, featuring the letters 'BR' in the center. The words 'SAN MATEO UNION' are written along the top arc and 'HIGH SCHOOL DISTRICT' along the bottom arc. The logo is surrounded by a decorative border of colorful geometric shapes, including squares and rectangles with internal patterns, in shades of orange, green, and blue.

Thank you for attending

Please share your thoughts on tonight's meeting in this [brief survey](#).



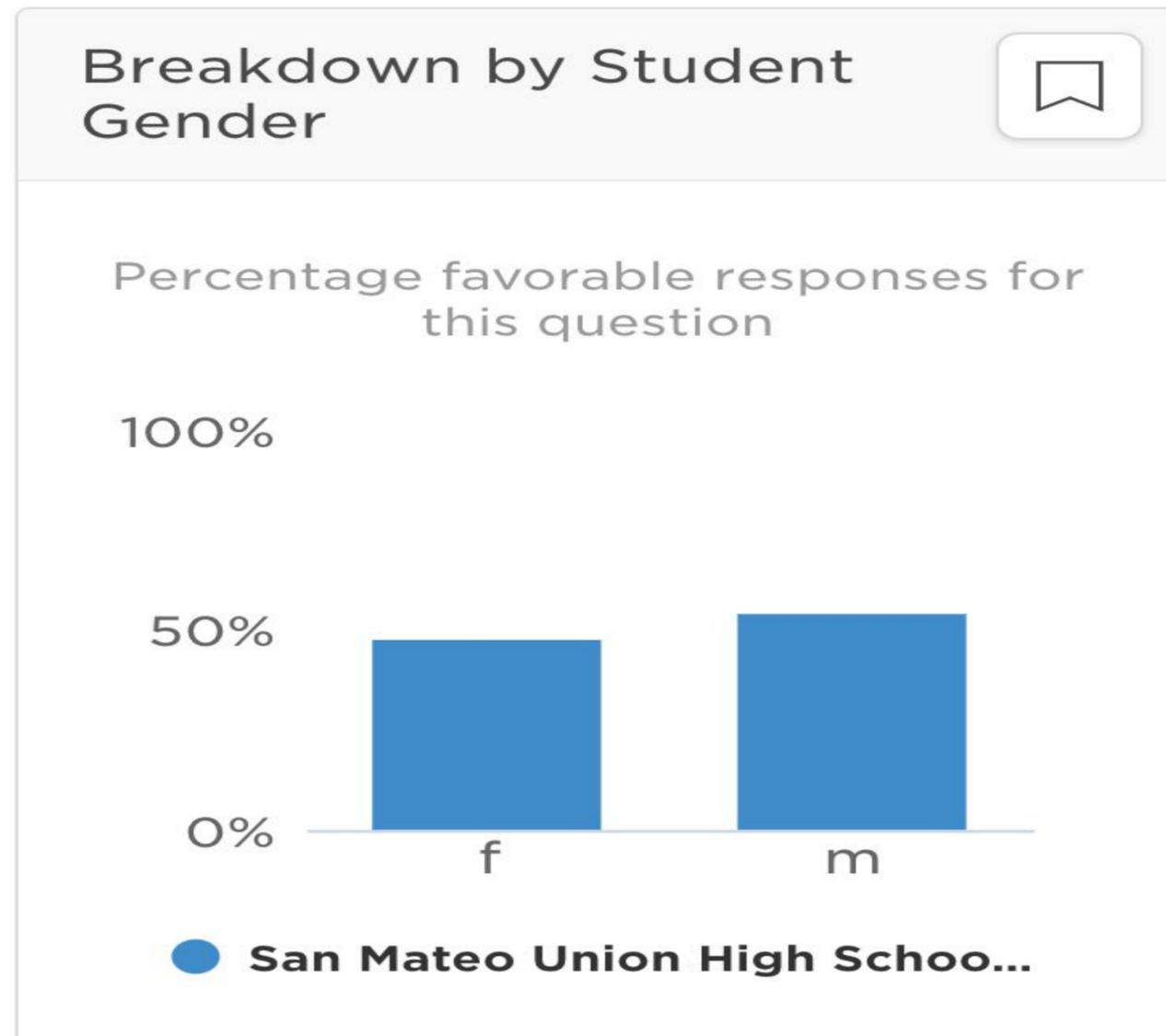
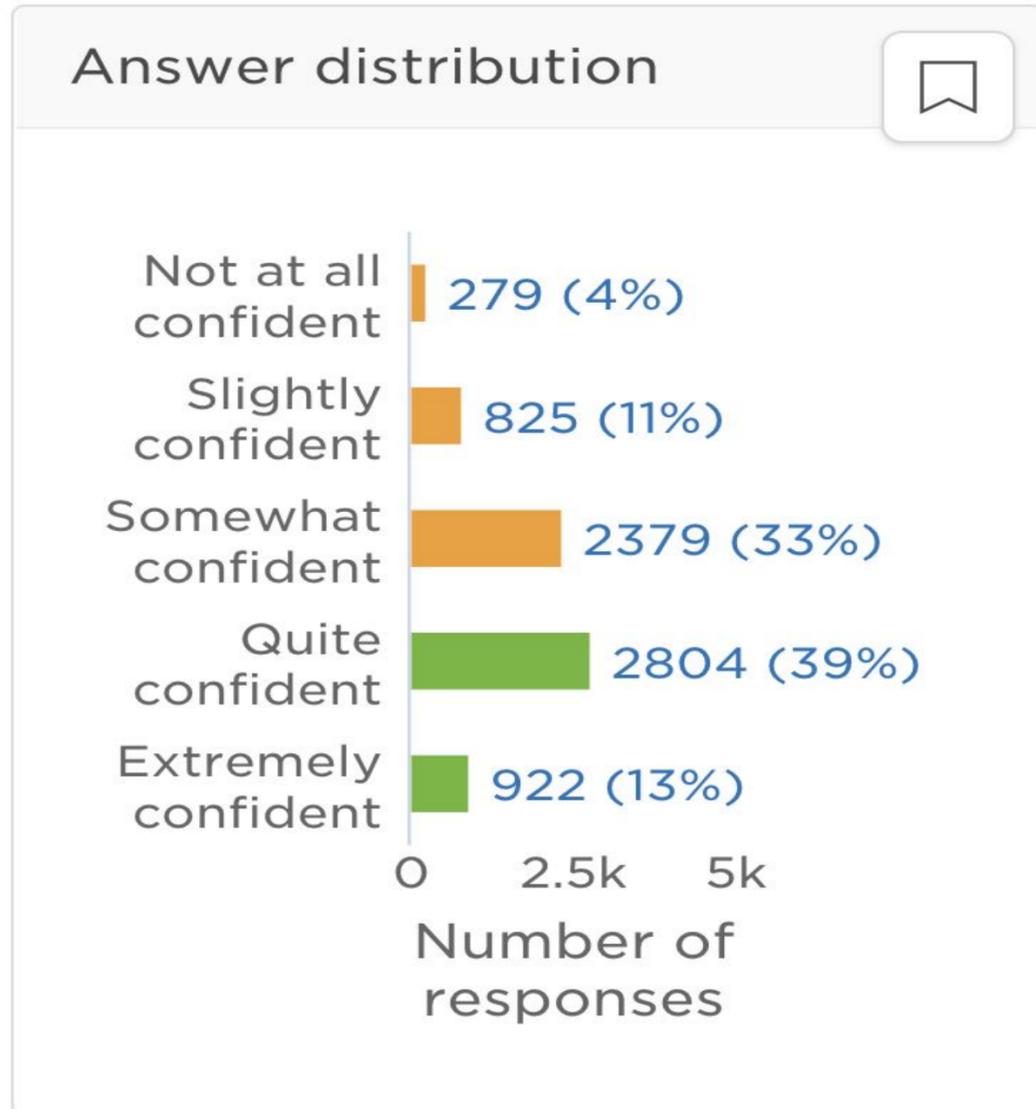
Appendix

Student Survey Gender Breakdown



Panorama: Cultural Awareness & Action

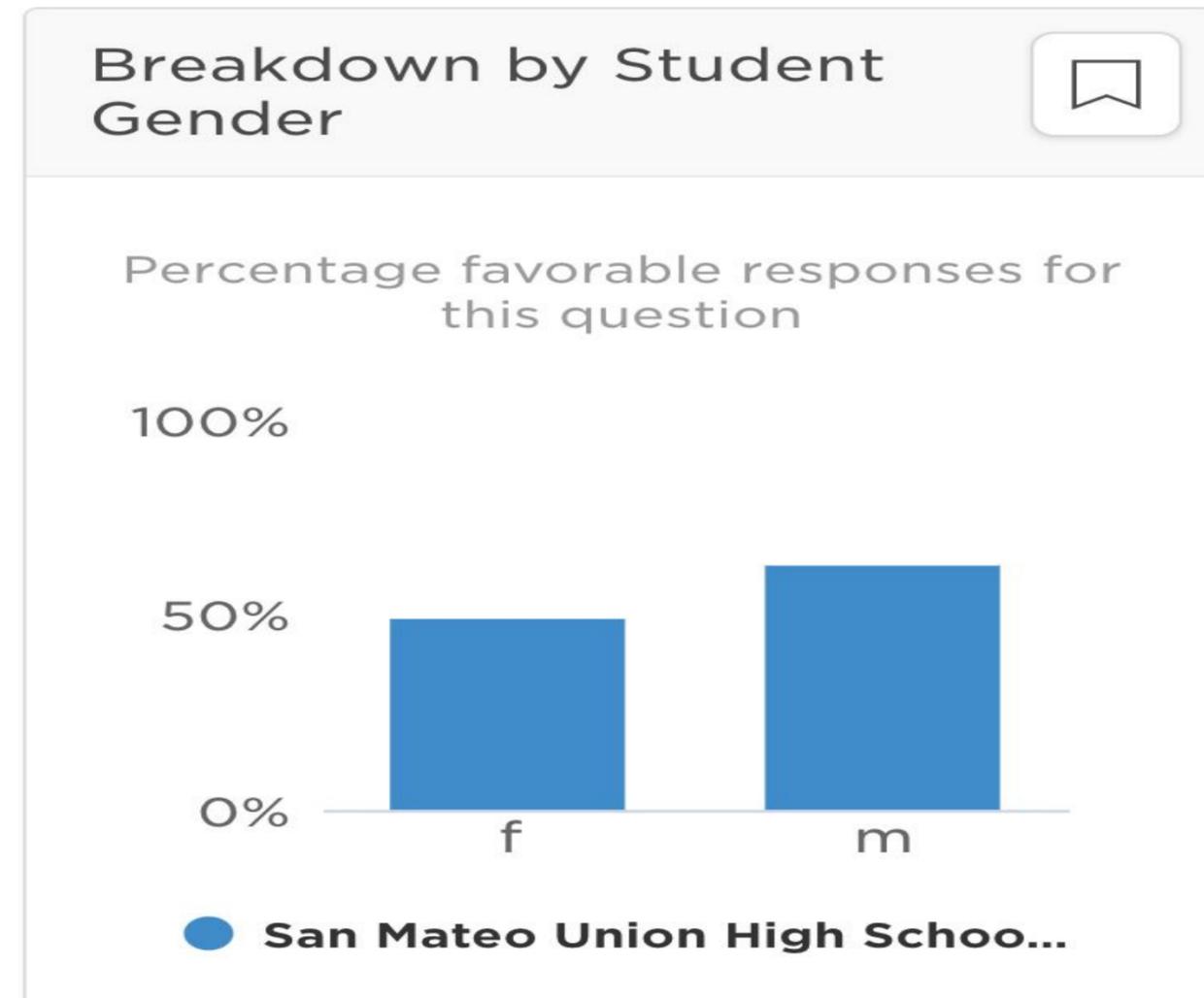
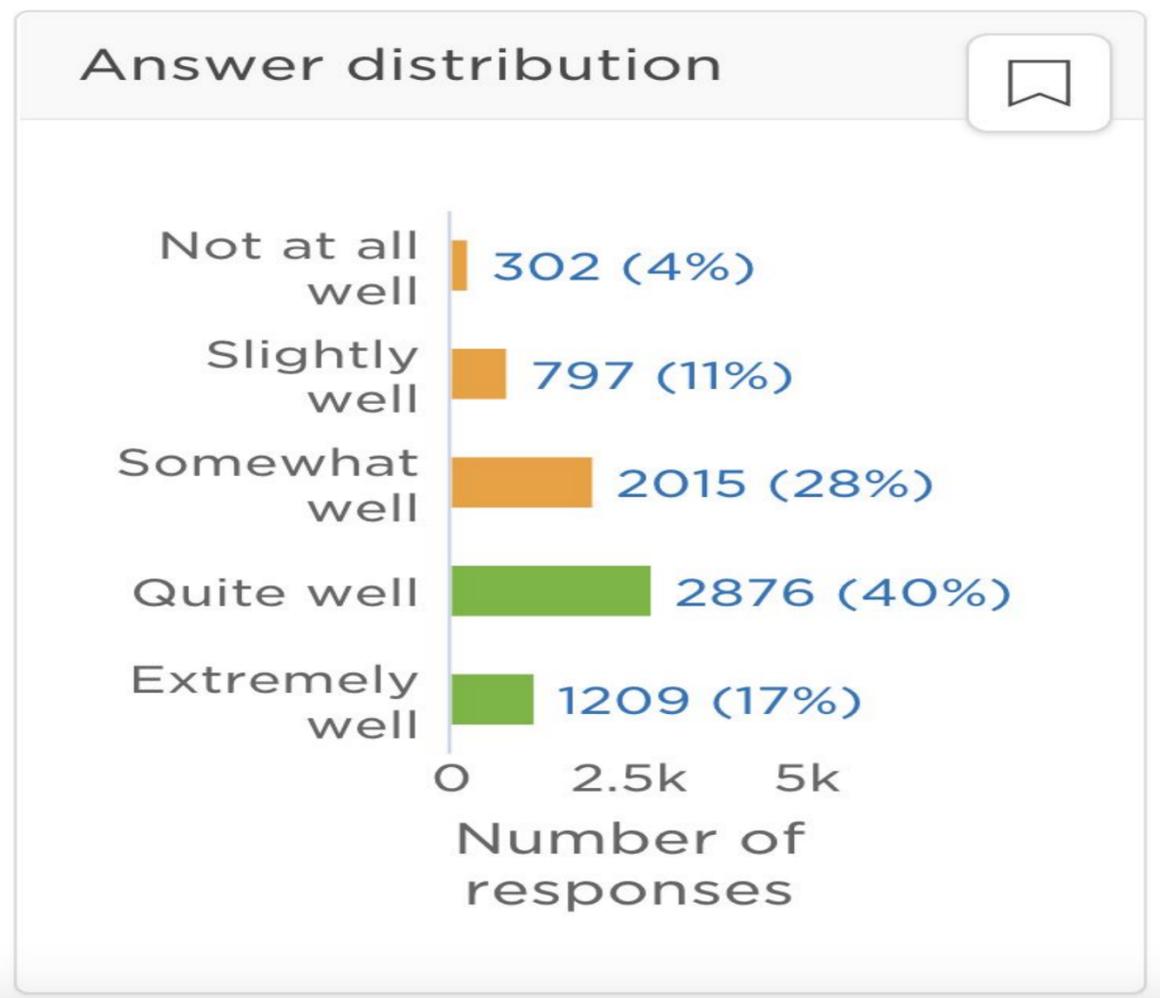
How confident are you that students at your school can have honest conversations with each other about race?:
52% Responded Favorably



Panorama: Cultural Awareness & Action

How well does your school help students speak out against racism?

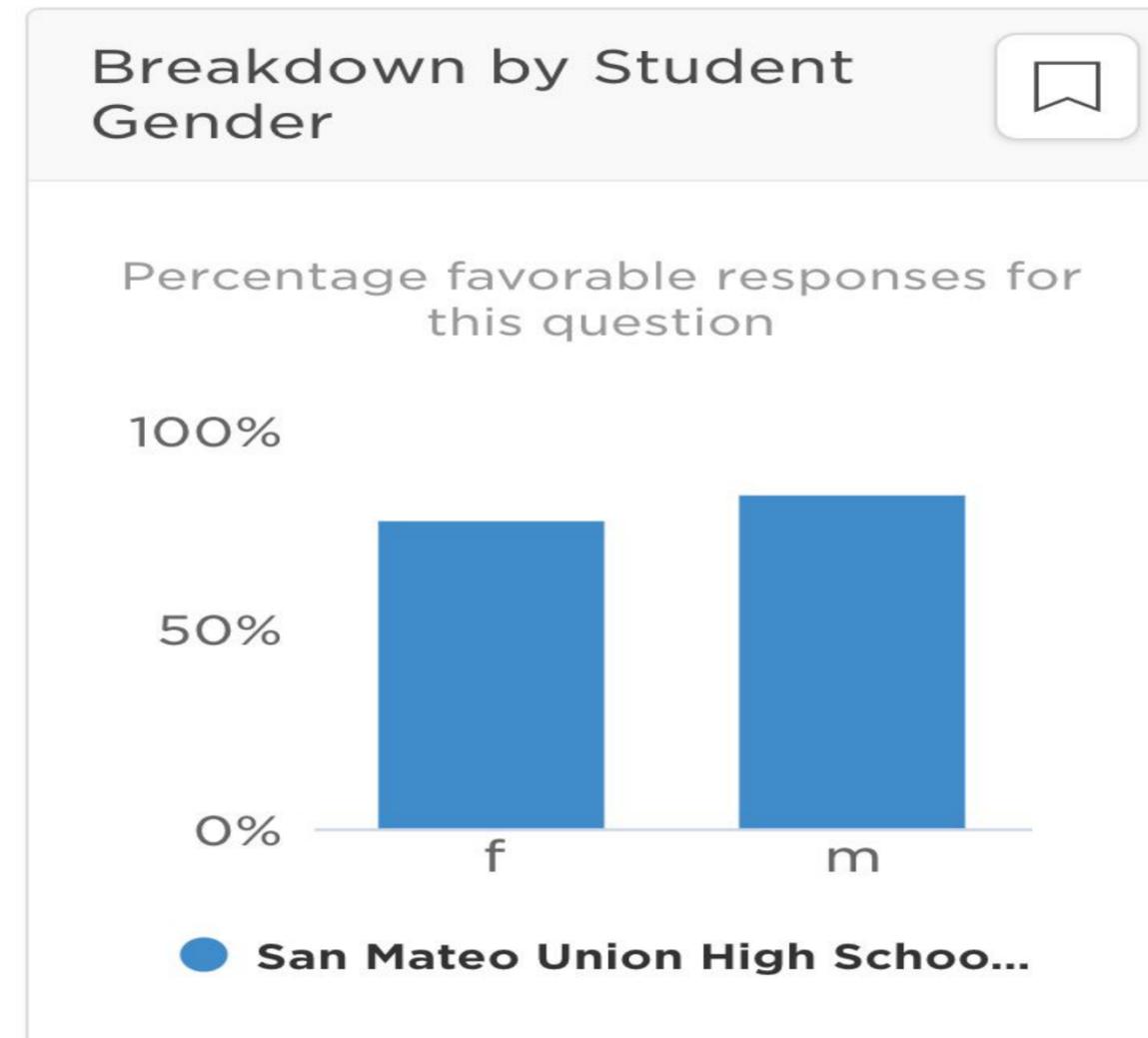
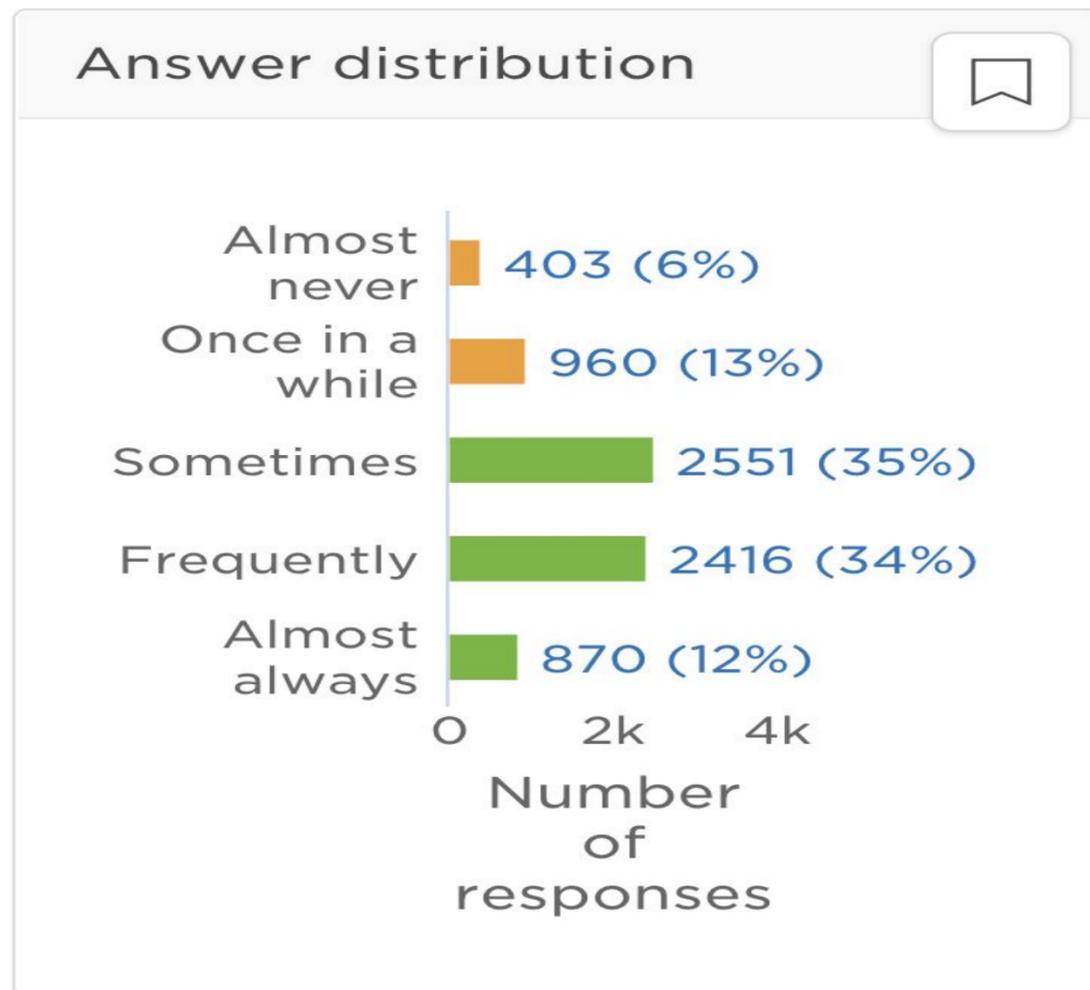
57% Responded Favorably



Panorama: Cultural Awareness & Action

When there are major news events related to race, how often do adults at your school talk about them with students?

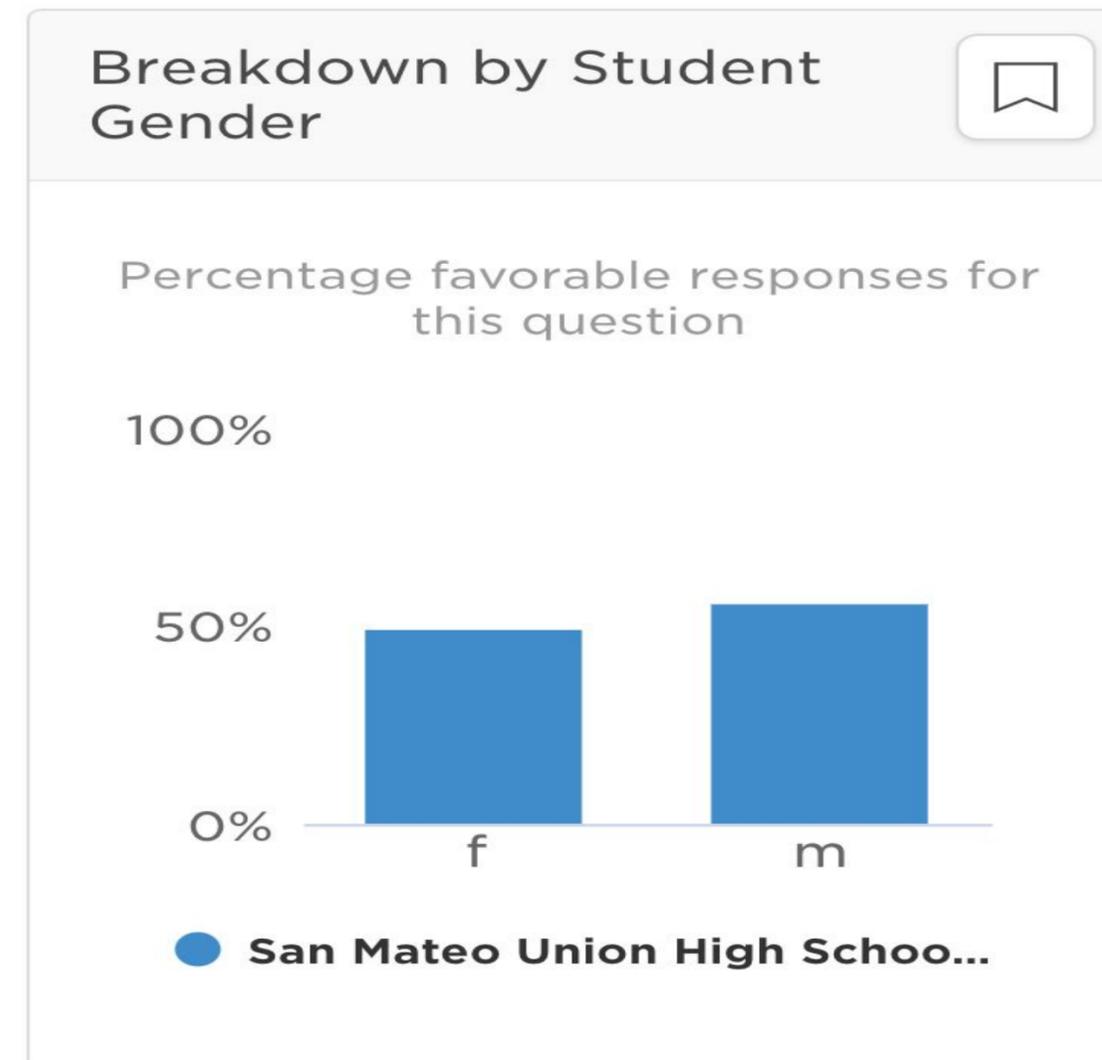
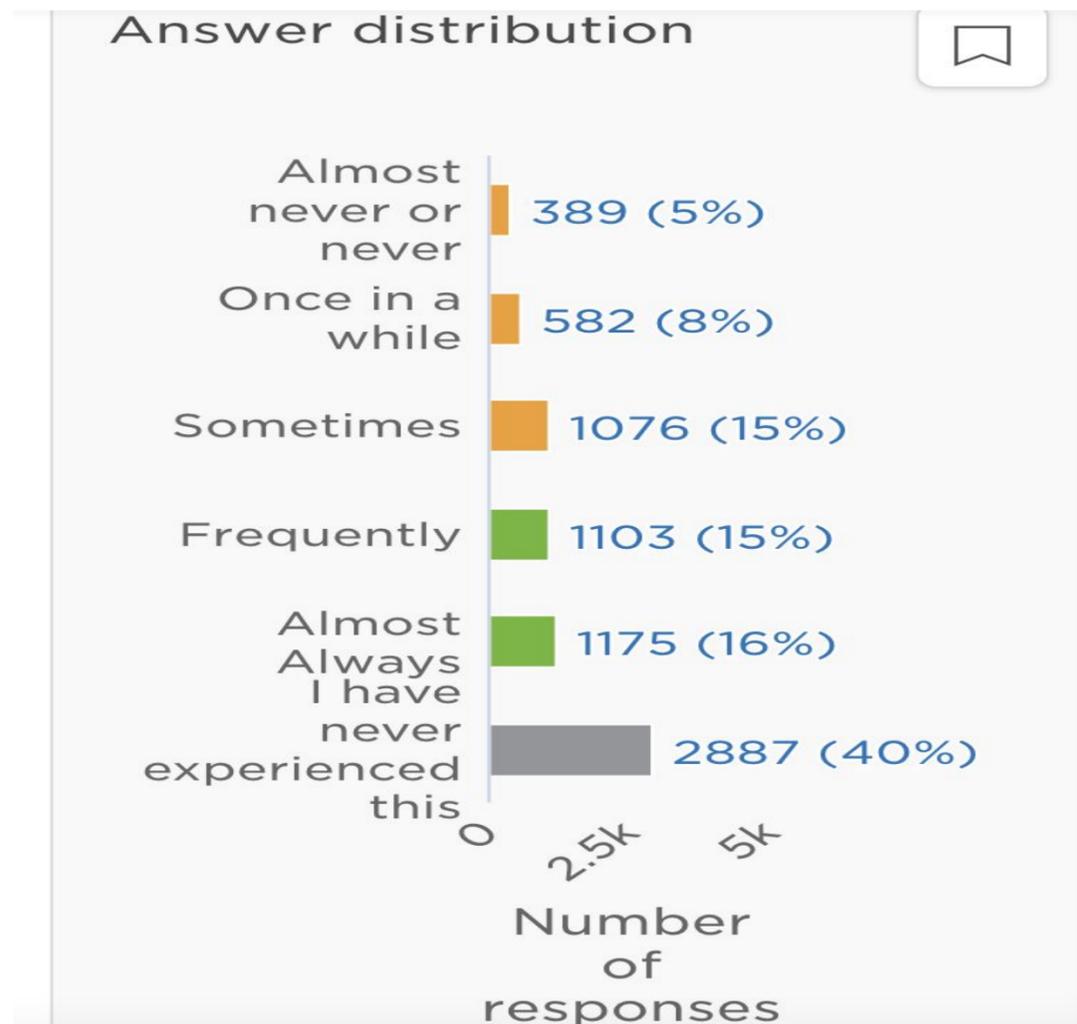
81% Responded Favorably



Panorama: Hate-motivated Speech

When there are instances of hate speech (either directed at me or another person) at my school, I see adults respond in a way that makes me feel safe.

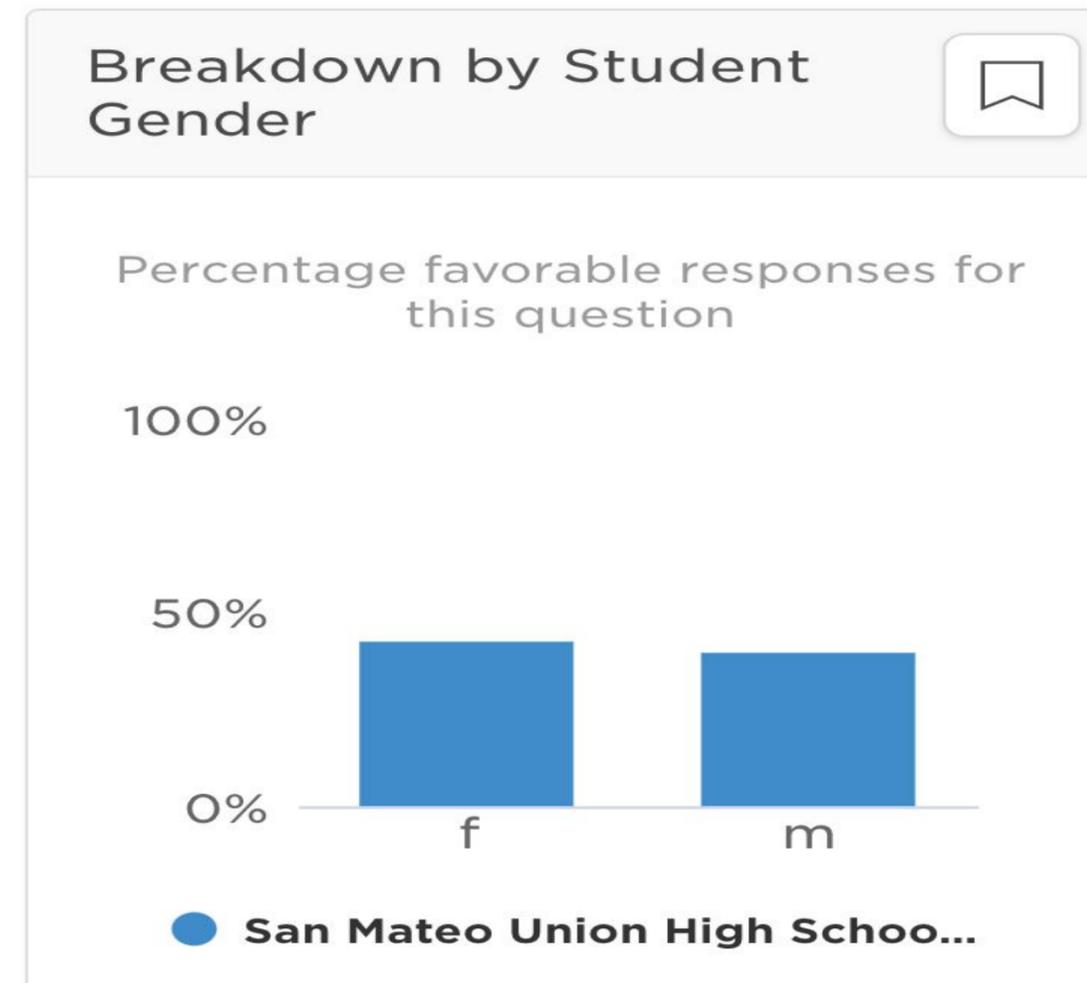
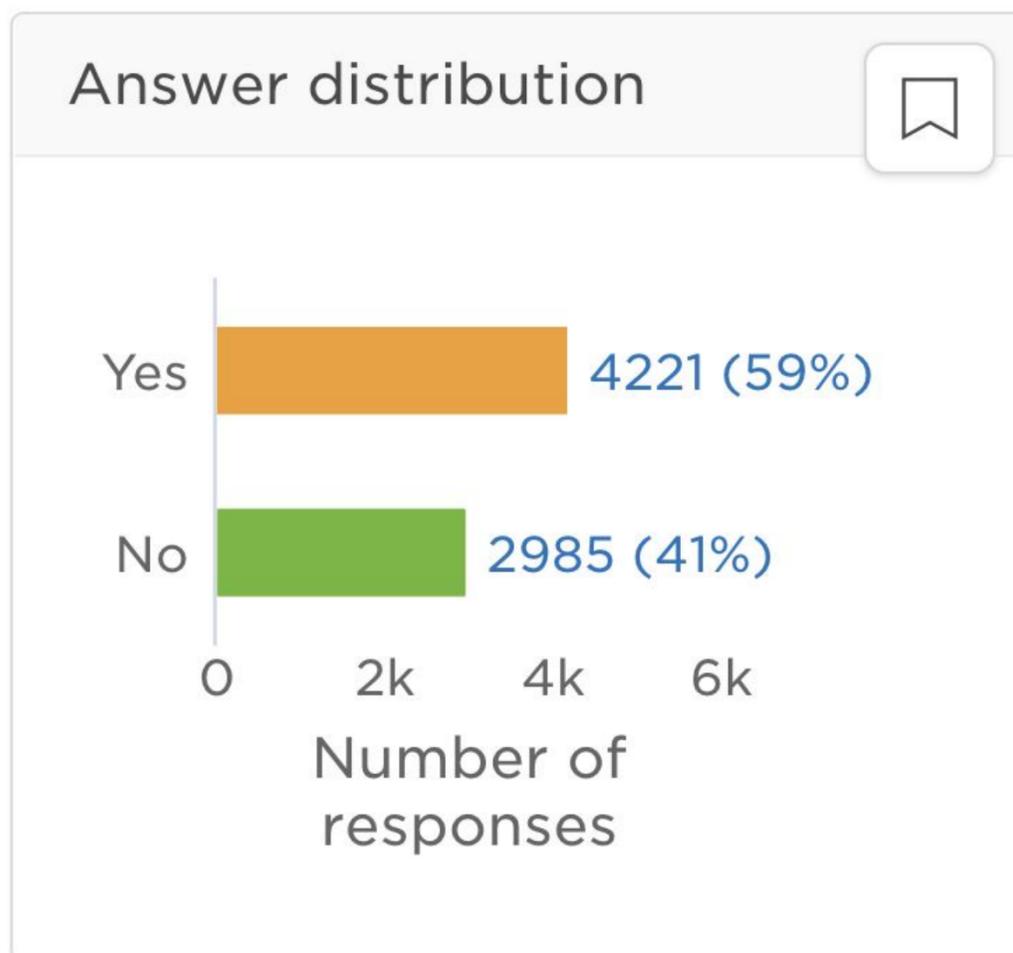
53% Responded Favorably



Panorama: Hate-motivated Speech

I have experienced casual racism (mocking language, jokes, insults towards targeted groups).

41% Responded Favorably



Panorama: Hate-motivated Speech

I have experienced microaggressions on campus (not overt racist actions but small nonverbal snubs, dismissive looks, gestures and/or condescending tone) at school.

57% Responded Favorably

