

Just Communities Central Coast

Institute for Equity in Education

*Empowering educators to create just and inclusive schools
where all students succeed*

2018-19 Academic Year

November 5-9, 2018 at Cambria Pines Lodge, Cambria, CA

March 11-15, 2019 at Cambria Pines Lodge, Cambria, CA

June 17-21, 2019 at Cambria Pines Lodge, Cambria, CA

Registration form enclosed

“I firmly believe that we would not have made these achievement gains without the work of Just Communities and the Institute for Equity in Education. The fact is, despite good intentions, we had never made them before. I believe we needed the guidance and training that Just Communities provided.”

☞ Annette Cordero, SBUSD School Board Member 2004-2012



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Transforming communities. Advancing justice.

What is IEE?

Just Communities' *Institute for Equity in Education (IEE)* is a comprehensive program designed to eliminate the gaps in educational opportunity and achievement and other disparities in our schools.

IEE is a 5-day residential workshop for educators. *IEE* helps teachers, counselors, administrators, board members, and other school and district staff increase their understanding of how race, socio-economic class, and individual and institutional bias affect teaching and learning.

IEE explores constructive strategies for addressing institutional racism, educational inequality, and achievement gaps. *IEE* provides skills, tools, and resources that educators need to promote equitable and inclusive schools where all students can learn and achieve at the highest possible levels.

Why is *IEE* needed?

Although no one is born prejudice, many unchallenged assumptions, bias, and school practices affect students' sense of belonging, academic achievement, attendance, and exposure to violence.

While schools do much good work, our educational system also perpetuates inequalities that impede teaching and learning.

The assertion "all children can learn" begs these questions:

- Who are *all* children?
- What does it mean to *learn*?
- How must schools change in order for all children to learn?
- What are the causes of failure to learn or decisions not to learn?
- How do bias and prejudice (individual and institutional, conscious and unconscious) affect teaching, learning, and academic achievement?



IEE fosters institutional transformation of our education system by first fostering personal transformation.

Institute for Equity in Education in the Spotlight

In 2009, Marian Wright Edelman, President, Children's Defense Fund said "If we are serious about ensuring that *all children succeed*, it is imperative that we courageously address the link between institutionalized racism and the academic achievement gap. Programs like Just Communities' *Institute for Equity in Education* are model programs that help educators do just that."

In 2007, the Institute for Democratic Renewal (IDR) at the Claremont Graduate University (CGU) named Just Communities' *Institute for Equity in Education* "the most promising vehicle for eliminating racial and ethnic disparities and narrowing the educational achievement gap in the country."

IEE has been adopted as an essential strategy for eliminating disparities and improving education outcomes by the Santa Barbara Unified School District, Santa Maria Joint Union High School District, Santa Maria Bonita School District, Long Beach Unified School District, San Diego Unified School District, the Buffalo Public Schools and more.

What is learned at IEE?

During IEE, participants learn how to use **the 4 R's of effective and equitable education** to eliminate achievement gaps and improve academic outcomes for all students.

Relationships: A wealth of research shows that the single most important factor in student success is the relationship students have with their teachers and the school. **IEE helps educators build authentic relationships with all of their students—especially across lines of difference.**

Relevance: Students feel more connected to and invested in school when they see themselves in the curriculum and when instructional practices and school culture reflect their own cultures. **IEE helps educators increase their level of cultural proficiency** so they can create culturally relevant educational experiences for all students.

Rigor: The combination of high expectations and rigorous educational experiences accelerates learning and improves academic outcomes. **IEE helps educators examine beliefs about each student's potential and develop strategies to support students' identities as learners and scholars.**

Racial & Economic Justice: IEE helps educators explore the history and legacy of racism in the U.S. educational system and its impact on teaching and learning. It helps educators understand concepts such as white privilege and internalized racism. **IEE provides educators with knowledge and concrete tools to counter the impact of racism on student engagement and achievement.**



Who should attend IEE?

School and district teams of 2-6 teachers, counselors, administrators, coaches, clerical staff, school board members, or other personnel, as well as leaders of ELAC, DELAC, and PTSA organizations who are:

- Responsible for influencing change;
- Concerned about how racism and other forms of inequity affect teaching and learning; and
- Willing to address equity issues on personal and institutional levels.

Note: It is highly recommended that teams be as racially diverse as possible. Participants are expected to stay on-site and commit to being present for the entire institute.

Fee & Registration

Registration fee is \$2,150/participant; teams must include 2 or more participants. Registration fee includes lodging, meals, t-shirt, a robust resource book, and follow-up support. There is an additional \$200 fee for those requesting a single room. For questions about *IEE costs, discounts, and payment plans*, contact Andrea Medina, Program Manager, [805.966.2063](tel:805.966.2063) or amedina@just-communities.org



Up to 3 graduate credits for participation in IEE are available from Antioch University.

Levels of Learning

The Head

IEE offers educators practical frameworks for understanding and talking at deeper levels about educational disparities. The strategies learned at IEE draw upon evidence-based educational research about how students learn and how educational practices and policies affect student performance and outcomes.



The Heart

Participants explore their own feelings, experiences, and stories as learners and educators, along with the feelings, experiences, and stories of the students and families they serve.



The Hand

Participants leave IEE with tools, skills, and strategies for transforming educational practice as well as school policies, structures, and culture. These changes result in measurable improvements in student outcomes.



Testimonials from Graduates

“Just Communities was the spark that started the fire for all this work and helped us along a way that you would hope any organization would and it was never about them and it was always about the kids and the schools.”

✧ Ryan Gleason, Assistant Principal,
Dos Pueblos High School



IEE provides a space to connect with peers.

[IEE] sheds light on a subject that isn't discussed enough in our culture. By sending your staff to this training you are opening the door to the conversation. The people in your district will become allies with your students and families of color. They will encourage their students and see the importance of provide curriculum where everyone can see themselves.

✧ Emily Schwab, Speech & Language Pathologist,
Santa Barbara Unified School District



IEE promotes meaningful dialogue.

“Just Communities clearly meant what they said at IEE when they promised to be available to any of the school sites for follow-up support and training... While I am very proud of the strides Dos Pueblos is making in terms of addressing problems of inequity, it is undeniable that our successes have been due in large part to the intensive training and on-going support that Just Communities has provided to us.”

✧ Shawn Carey, Principal, Dos Pueblos High School

“I wasn't sure about having to stay onsite, but after a day or two, I realized how vital this was to the experience at IEE. It allowed for conversations to continue, friendships to grow, and time to enjoy the natural beauty of the setting. It was helpful to not go back into the community each night because there was so much to soak in and process without the rest of our lives getting in the way.”

✧ Anna Shenouda Abdou, School Psychology Intern,
University of California, Santa Barbara



IEE helps educators engage all students.

Other Just Communities programs for schools

Safe Schools Program. Addresses issues of heterosexism, homophobia, and gender-based harassment in a two-day training for K-12 teachers, counselors, administrators, and high school students.

NepanTiahui. A program that provides the tools to create culturally relevant curricula with educators as well as culturally proficient activities in the classroom to create inclusive and equitable spaces.

CommUnity Leadership Institute. An eight-day residential summer program that prepares high school students to become effective leaders dedicated to promoting inclusion, equity, and social justice.

Parents for Inclusion, Diversity and Access (PIDA). A bilingual dialogue program for Spanish and English-speaking parents/guardians about how families can work with schools to help all students achieve academic success.

Talking in Class. A 3-day, in school leadership program that brings high school and junior high student voices into the conversation about equity while allowing them to develop recommendation for improving their schools.

Registration Form for IEE 2018-2019



Please check the IEE you would like to attend:

- November 5-9, 2018 at Cambria Pines Lodge, Cambria, CA**
- March 11-15, 2019 at Cambria Pines Lodge, Cambria, CA**
- June 17-21, 2019 at Cambria Pines Lodge, Cambria, CA**

Name: _____

Title/Position: _____

Grade(s) and/or subjects taught: _____

School _____ District/Organization: _____

Work Address: _____

City: _____ Zip: _____

Work Phone: _____ Alternative Phone: _____ (Home Cell) Fax: _____

Work email: _____ Alternative email: _____

Home Address: _____

City: _____ Zip: _____

I understand I am expected to stay on-site and I commit to being present for the entire institute (please initial) _____

To ensure racial and gender diversity, please complete the following: Race/Ethnicity: _____ Gender: _____

Lodging is double-occupancy. A limited number Single-occupancy lodging rooms may be available for an additional fee* of **\$200.00*** for the week. Please attach a check for \$200 payable to *Just Communities* if you would like to be considered for a single-occupancy room.

PAYMENT**

- Payment is enclosed
- Special arrangements have been made with my district to cover the cost of my participation. Send invoice to:

Contact person _____ email address: _____ phone # _____

Please calculate your payment due:

Total Institute Cost: \$ 2,150

Optional, Single-occupancy lodging (pending availability)* add \$200 + _____

TOTAL DUE \$ _____

**Single-occupancy fee is non-refundable if single occupancy is available and assigned, even if registration is cancelled. Deposit will be returned if single occupancy is not available.*

***No refunds for cancellations within 3 weeks of the IEE start date. Cancellations in advance of 3 weeks will receive a 50% refund. A fee of \$50 will be charged for non-sufficient/returned checks.*

Please SUBMIT A FORM FOR EACH PERSON TO JUST COMMUNITIES @ 1528 CHAPALA STREET STE. 308, SANTA BARBARA, CA 93101, OR EMAIL amedina@just-communities.org, OR FAX TO 805.246.1566

For more information, contact Andrea Medina at 805.966.2063 or amedina@just-communities.org



Our Mission

Just Communities advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination, and oppression.

Our Vision

Just Communities envisions an equitable and inclusive Central Coast where all people are connected, respected, and valued.

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