

## Clovis Area Community Meeting Comments

October 5, 2017

### SAFETY

<ul style="list-style-type: none"><li>• Safety – physical safety, School should be a safe haven for all students (17 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Disruption of student’s education (2 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Social media (safeguards)</li></ul>
<ul style="list-style-type: none"><li>• Mental health risk with racial issues</li></ul>
<ul style="list-style-type: none"><li>• As an individual I already teach my children to care about others character, not color and I try to live that way, so what can I do to support those who are put in fear for their safety.</li></ul>

### SAFE PLACE

<ul style="list-style-type: none"><li>• Safe place to deal with issues or reporting. Outlet available in the event of a problem. (5 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Safe place – place with similar experiences to share and get support and how to deal with their emotions as a result of comments. (3 similar comments)</li></ul>

### MULTICULTURAL EDUCATION

<ul style="list-style-type: none"><li>• Integrate a culturally relevant curriculum (i.e. PE, history classes) at all levels including elementary. <u>Mandated</u> curriculum on cultural diversity including an Ethnic Studies class. A class that all students must take. (27 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Promote heritage events/celebrations to all students. Proactive assemblies prior to incidents-Mosaic assembly-multiple times throughout the year at all levels. Call parents to help teach about their culture. (16 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Slavery can’t be taught in 2 weeks-books have very little about it (2 similar comments)</li></ul>
<ul style="list-style-type: none"><li>• Education of what confederate flag means</li></ul>

## DIVERSE STAFF

- We need to hire more diversity at all levels. The lack of staff of diverse background and therefore can't relate to students.  
(19 similar comments)
- Adding diversity training in curriculum (district level)
- Hiring coaches rather than diversity hires – hire people who will build relationships.
- Diversity of staff – involved in decisions
- Think outside of the box with how we address and teacher diversity, etc.
- Create a diverse parent and community coalition that will hold CUSD accountable for sustained systemic change.

## STAFF & STUDENT DIVERSITY TRAINING

- Diversity Training w/students and staff that is ongoing in regards to sensitivity/inclusion training in dealing with students. This would be at all levels and would address how to handle racial slurs and certain situations. Sensitivity training to the language used by staff towards students and how to show empathy. Teach students how to treat others with respect.  
(31 similar comments)
- Sexual harassment and assault training – Fresno State – Need training all types of harassment – taking tests
- Critically important – greet, love all the kids every day. Cultivate a feeling of togetherness for the kids, the families, the parents so that all students feel valued.  
(8 similar comments)

## CONSEQUENCES (CLEAR/DOUBLE STANDARDS ACCOUNTABILITY)

- Issues aren't being addressed, so kids aren't telling anymore. Students afraid to speak up or feeling unheard.  
(24 similar comments)
- Does the District have a consistent policy for reporting and handling racial or discriminatory behavior as well as consistent consequences. There should be steps written when students use the "N" word. Staff needs to take all student concerns seriously and follow through with consequences for everyone. These policies need to be communicated to parents and students.  
(23 similar comments)
- Want to know the consequence for students who posted the messages.  
(16 similar comments)

<ul style="list-style-type: none"> <li>• Need a better system to report while protecting the students such as an anonymous tip line, app or a drop box to report incidents in counseling center or SRC. Report system that can show how many incidents. (14 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Would like to see changes made in discipline policy to hold students accountable for racist behavior/racial bullying. (10 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Code of conduct needs to be for all students not just co-curricular students. (9 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Students sharing experience to get more impact. (4 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Constitutional right to free speech even if disagree with message and personally find it offensive. Morally right path/but issue with jurisdiction when off campus. What can be done with outside of social media? (5 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Address the discrimination on our campus – reality, student to student, staff to student. More education to create common understanding. (5 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Behavior is learned at home.</li> </ul>

**EDUCATING STUDENTS ON RESPECT/TOLERANCE/EMPATHY**

**FOR ALL GROUPS AND DIGITAL CITIZENSHIP**

<ul style="list-style-type: none"> <li>• Continue the conversation with students in small groups and have an ongoing dialogue at all levels. Teach tolerance and empathy. (18 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Assemblies and small group/class activities at all levels that promote positive interactions and how hate speech can hurt. Examples-Eye of the Storm “Brown eye, Blue eye” &amp; “Class Divided” videos. (17 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Teach students about social media and digital citizenship. Show “Screenagers” as a group to all students and then have an event for students/parents. Social Media Responsibility Week. (13 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Promote kindness and positively acknowledging students. (10 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• We need more proactive measures to create a different environment. (9 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Restorative justice and sensitivity training when as part of student consequences. (8 similar comments)</li> </ul>

<ul style="list-style-type: none"> <li>• Parent education through workshops and mandatory orientations. (5 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Start with elementary school – teach tolerance alongside of Character Pillars. (3 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Encourage mingling social groups. Build empathy by knowing people of different ethnicities. (2 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Continue with small group discussion format with parents and students. Maybe students can discuss topics of diversity in the advisory class.</li> </ul>
<ul style="list-style-type: none"> <li>• Let the kids help us develop a solution, follow through on actions and continue into the future, and don't get complacent involve all social economics group</li> </ul>

### COMMENTS

<ul style="list-style-type: none"> <li>• Was the information to community necessary? Many students did not know? Was level of information sharing needed? (2 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Community wants the school board to come to meetings and talk with them directly so they can hear the message from the concerned people. (2 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• CUSD has a culture/reputation of not understanding diversity of other cultures/genders and racism is tolerated. (2 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Seems like this is coming as part of the culture. Three consistent years of ongoing incidents involving racial tones (confederate flags, bathroom, social media) (2 similar comments)</li> </ul>
<ul style="list-style-type: none"> <li>• Parental responsibility – a lot of ideas are not only coming from school environment, but at home. Parents need to understand the importance of teaching.</li> </ul>
<ul style="list-style-type: none"> <li>• How do you increase parental involvement to educate them?</li> </ul>
<ul style="list-style-type: none"> <li>• Glad CUSD is stepping up</li> </ul>
<ul style="list-style-type: none"> <li>• Moving forward what can CUSD do</li> </ul>
<ul style="list-style-type: none"> <li>• How do we (white people) show our support?</li> </ul>
<ul style="list-style-type: none"> <li>• Continuing problem in community</li> </ul>
<ul style="list-style-type: none"> <li>• Underlying issue beyond social media.</li> </ul>
<ul style="list-style-type: none"> <li>• Kids are learning it from somewhere. Still is an issue. What is causing kids to talk this way?</li> </ul>
<ul style="list-style-type: none"> <li>• Counselor/student ratio is too high. Students don't see their counselors – no connections. Concern with lack of follow up with parents relationships</li> </ul>
<ul style="list-style-type: none"> <li>• Take advantage of any all teachable moments for every action there is a reaction</li> </ul>
<ul style="list-style-type: none"> <li>• How to address issues to our kids?</li> </ul>

<ul style="list-style-type: none"><li>• Folks here want to do something to contribute, make a difference</li></ul>
<ul style="list-style-type: none"><li>• CUSD needs to take responsibility for discrimination and what is happening</li></ul>
<ul style="list-style-type: none"><li>• District is becoming more diverse. This is perfect time to set the tone and tell adults and students what consequences will be issued when this type of situation occurs</li></ul>
<ul style="list-style-type: none"><li>• Parents and students need to visibly see changes that will be placed</li></ul>
<ul style="list-style-type: none"><li>• Do a survey for the parents</li></ul>
<ul style="list-style-type: none"><li>• Advertise better what we do well with regards to acceptance and respect (programs, clubs, opportunities)</li></ul>
<ul style="list-style-type: none"><li>• Have meetings like this throughout the year</li></ul>
<ul style="list-style-type: none"><li>• Parent coalition groups that holds CUSD accountable to community</li></ul>
<ul style="list-style-type: none"><li>• Review recommendations of the intercultural diversity task force from 1987-1989</li></ul>