Scaffolding Vulnerability
One Story At a Time: Clearing a Path to Equity

Abby Almerido
scaffolding Vulnerability

one story at a time

[Clearing a Path to Equity]

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Santa Clara County Office of Education

INVESTING FOR IMPACT

EQUITY • DIVERSITY • INCLUSION • PARTNERSHIP
“In nearly every category associated with positive academic outcomes, students of color typically are underrepresented, and in categories associated with negative outcomes, they are overrepresented.”

- Dr. Pedro Noguera
What conditions might a community need in place to make these conversations and work open for a variety of perspectives?
## Employee Satisfaction Survey Results (2017-2018)

### Table 4. Longitudinal Results - Agreement Scale Questions Weighted Averages

<table>
<thead>
<tr>
<th>Question</th>
<th>2015-16</th>
<th>2016-17</th>
<th>2017-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>My work is satisfying.</td>
<td>4.1</td>
<td>4.2</td>
<td>4.1</td>
</tr>
<tr>
<td>I am satisfied with the pay I receive for the work that I do.</td>
<td>3.0</td>
<td>3.2</td>
<td>3.2</td>
</tr>
<tr>
<td>I am satisfied with the healthcare-related benefits.</td>
<td>3.1</td>
<td>3.3</td>
<td>3.4</td>
</tr>
<tr>
<td>I am satisfied with my total benefits package (medical, dental, vision, retirement, disability, life insurance, EAP, Wellness/Vitality, etc.).</td>
<td>3.4</td>
<td>3.5</td>
<td>3.5</td>
</tr>
<tr>
<td>I am satisfied with the opportunities for growth.</td>
<td>3.2</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>I am satisfied with the opportunities for career advancement.</td>
<td>3.1</td>
<td>3.2</td>
<td>3.1</td>
</tr>
<tr>
<td>I am satisfied with the SCCOE's public image/reputation.</td>
<td>3.1</td>
<td>3.5</td>
<td>3.1</td>
</tr>
<tr>
<td>I am likely to pursue job opportunities elsewhere.*</td>
<td>2.8</td>
<td>2.7</td>
<td>2.8</td>
</tr>
<tr>
<td>I am satisfied with my job.</td>
<td>3.8</td>
<td>3.9</td>
<td>3.8</td>
</tr>
<tr>
<td>My colleagues/coworkers encourage me to develop my job skills so I can advance in my career.</td>
<td>3.5</td>
<td>3.5</td>
<td>3.5</td>
</tr>
<tr>
<td>I trust my colleagues/coworkers.</td>
<td>3.9</td>
<td>3.9</td>
<td>3.9</td>
</tr>
<tr>
<td>My colleagues/coworkers trust me.</td>
<td>4.0</td>
<td>4.0</td>
<td>4.0</td>
</tr>
<tr>
<td>My immediate manager/supervisor encourages me to develop my job skills so I can advance in my career.</td>
<td>3.5</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>I trust my immediate manager/supervisor.</td>
<td>3.7</td>
<td>3.8</td>
<td>3.8</td>
</tr>
<tr>
<td>My immediate manager/supervisor trusts me.</td>
<td>3.9</td>
<td>4.0</td>
<td>3.9</td>
</tr>
<tr>
<td>There is a climate of trust in my department.</td>
<td>3.4</td>
<td>3.5</td>
<td>3.5</td>
</tr>
<tr>
<td>There is a climate of trust in my branch.</td>
<td>3.2</td>
<td>3.3</td>
<td>3.2</td>
</tr>
<tr>
<td>There is a climate of trust at the SCCOE.</td>
<td>3.0</td>
<td>3.2</td>
<td>3.0</td>
</tr>
<tr>
<td>Employees generally manage constructive feedback well at the SCCOE.</td>
<td>3.2</td>
<td>3.3</td>
<td>3.1</td>
</tr>
<tr>
<td>Employees generally admit to mistakes at the SCCOE.</td>
<td>2.9</td>
<td>3.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Employees generally have humility at the SCCOE.</td>
<td>3.2</td>
<td>3.2</td>
<td>3.3</td>
</tr>
</tbody>
</table>
I trust my immediate manager/supervisor. 3.8
My immediate manager/supervisor trusts me. 3.9
There is a climate of trust in my department. 3.5

There is a climate of trust in my branch. 3.2
There is a climate of trust at the SCCOE. 3.0
Employees generally manage constructive feedback well at the SCCOE.

Employees generally admit to mistakes at the SCCOE.
1. **Identity:** Who am I? Where do I come from?

2. **Implicit Bias:** What lenses do I view the world and people through? How does that impact my work?

3. **Action:** How might we design and engage in practice that are inclusive and powerful?
CULTURALLY RESPONSIVE PEDAGOGIES

Santa Clara County Office of Education
Professional Innovation Pathways

Course for Educators

Who Am I as an Educator?
- LT/Pedagogy Assignment: A Look at Culturally Responsive Teachers
  - 1 pts | Score at least 1.0
- Exploration Assignment 1: A Cultural Lens
  - 1 pts | Score at least 1.0
- Exploration Assignment 2: Implicit Bias
  - 1 pts | Score at least 1.0
- Exploration Assignment 3: Acknowledging Privilege
  - 1 pts | Score at least 1.0
- Competency Assignment: In Groups and Out Groups
  - Score at least 1.0
- Implementation Assignment: Developing an Assets-Based Mindset
  - 1 pts | Score at least 1.0
HR LT Pilot

- My Name, My Identity
- Cultural Tree + Strengths
- Blind Contour Abstract (an exercise on snap judgments)
By the Numbers

1 course
3 HR Leadership Team meetings
4 divisions

EQUITY • DIVERSITY • INCLUSION • PARTNERSHIP
Gratitude

Dr. Demerris Brooks-Immel | Craig Blackburn | Karen Larson | Gena Pacada | Martin Cisneros

Dr. Anisha Munshi & the Human Resources Leadership Team Members

Debbie Shao | Diego Aranciaba | Julie Sesser | Dr. Yee Wan | Dr. Christina Arpante | Alice Serraon
Keysha Douterd | Mai Tran | Kristee Smith | James White | Esther Chong
Avinika Shankla | Monica Jacoby | Dharma Jayabal | Kevran Day | Sandy Fakaosi
Olivia Santillan | Jenny Cheng | Rhonda Beasley | Tricia Zamora | Michelle Fine | Lisa Ketchum
[REM's Everybody Hurts playing out of Dwight's car]
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