

*Nevada*  
**Las Vegas Alliance  
of Black School Educators**



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# Agenda

LVABSE

Introductions/Mission

Implementation

Diversity & Inclusion

Commission

Governor Sisolak

Racism as a Public health  
Crisis

Equity & Diversity

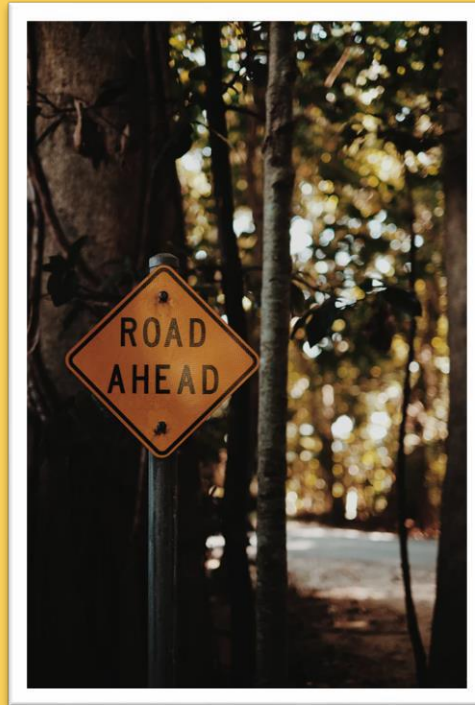
Department in CCSD

College, Career, Equity  
and School Clinic



# LVABSE Mission

To enhance and facilitate educational opportunities and social development of all students, especially Black/African American children by developing partnerships, creating professional development, promoting the placement of Black/African American leaders, and shaping public policy.



# Governor Sisolak – Racism as a Public Health Crises

- August 5, 2020: A Proclamation by the Governor
- Reshaping statewide discourse and agendas
- In Nevada, more than 50% of the population is racially/ethnically diverse at risk of poor health outcomes due to systemic racism
- Racial disparities in education
- Weakens the strength of our entire humanity
- Determinants of health have disproportionate impact on communities of color
- COVID-19 pandemic has exacerbated racial disparities in Nevada
- Over 100 studies have linked negative health outcomes and the experience of racism throughout one's life can induce chronic stress making Black populations particularly susceptible to chronic health conditions



# Purpose of meeting and the Outcomes



## Purpose of the Meeting

- To introduce 6 **evidenced-based practices** as recommendations for minority children. We would like for Nevada to **follow** the recommended road map and **prioritize** the recommendations.
- To be **included in leadership roles** and/or submit names for all 6 of the recommended practices.
- To understand what the NV Department of Education has already implemented or will implement to increase diversity, equity, and inclusion.

# Evidenced Based Strategies & Recommendations

1. Leverett, P., Jackson, L., Dambo, N., Lau, J.(2021). Educational Equity Perspectives in Response to the Black Lives Matter Movement: A Road Map for Nevada. Policy Issues in Nevada Education, 4(1), 1-6. Las Vegas (Nev.): University of Nevada, Las Vegas. College of Education.

- a. **Joint Legislative-Community Committee on Racial Equity**
- b. **Representation**
- c. **Diversity of Curriculum**
- d. **Professional Development**
- e. **Discipline Policy Reform**
- f. **Data-Driven Decision making for SEL and Mental Health**



# Committee

## Diversity, Equity, Inclusion (DEI Initiative)

- Focus on equity and antiracism work through strategic support and ongoing programming.
- Hold schools accountable
- Collaborates with community & family members.



# Representation

## Diversity

- Intentional hiring practices to ensure greater representation of administrators, teachers, and staff.
- Diversify attitudes, beliefs, and policies.



# Why Representation Matters



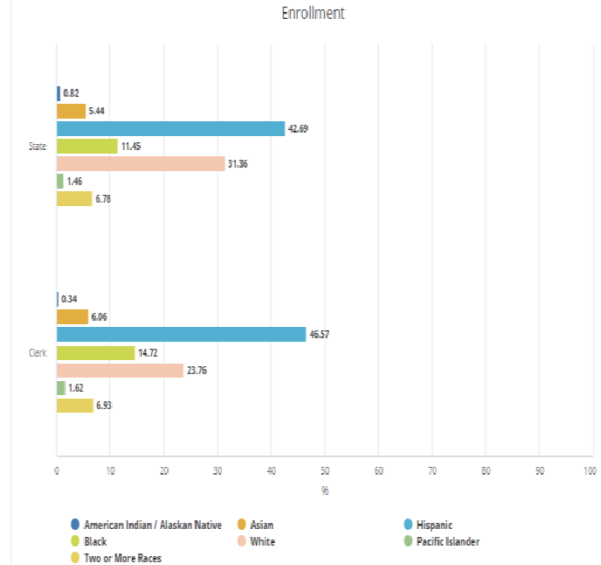
## 5-Year Clark County School District Employee Ethnic Distribution Comparison by Work Location

SCHOOL YEAR	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
<b>ADMINISTRATIVE PERSONNEL GRAND TOTAL ETHNICITY BY SCHOOL YEAR</b>										
1 Caucasian	888	72.5%	976	71.1%	942	69.9%	911	69.7%	931	68.9%
2 Black/African American	135	9.8%	140	10.2%	140	10.4%	140	10.5%	140	10.4%
3 Asian	36	2.6%	35	2.5%	35	2.6%	33	2.4%	43	3.2%
4 Native American	8	0.5%	8	0.5%	6	0.4%	6	0.4%	6	0.4%
5 Hispanic/Latino	134	9.8%	147	10.7%	159	11.8%	156	11.8%	161	11.9%
6 Other	23	1.6%	22	1.6%	18	1.3%	19	1.4%	22	1.6%
7 Native Hawaiian/Other Pacific Islander	2	0.1%	3	0.2%	4	0.2%	3	0.2%	2	0.1%
8 Multiracial	39	2.8%	40	2.9%	42	3.1%	43	3.2%	47	3.5%
<b>TOTAL</b>	<b>1,365</b>		<b>1,371</b>		<b>1,346</b>		<b>1,321</b>		<b>1,352</b>	
<b>LICENSED PERSONNEL GRAND TOTAL ETHNICITY BY SCHOOL YEAR</b>										
1 Caucasian	13,442	72.2%	13,172	70.4%	13,001	69.4%	12,768	67.8%	12,257	65.0%
2 Black/African American	1,366	7.3%	1,373	7.3%	1,437	7.6%	1,475	7.8%	1,446	7.7%
3 Asian	808	4.3%	897	4.8%	1,084	5.7%	1,171	6.2%	1,157	6.1%
4 Native American	119	0.6%	115	0.6%	116	0.6%	110	0.5%	109	0.6%
5 Hispanic/Latino	1,940	10.4%	1,983	10.6%	2,103	11.2%	2,236	11.8%	2,266	12.0%
6 Other	319	1.7%	551	2.9%	390	2.0%	439	2.3%	1,019	5.4%
7 Native Hawaiian/Other Pacific Islander	102	0.5%	102	0.5%	103	0.5%	107	0.5%	105	0.6%
8 Multiracial	517	2.7%	492	2.6%	490	2.6%	501	2.6%	496	2.6%
<b>TOTAL</b>	<b>18,613</b>		<b>18,685</b>		<b>18,724</b>		<b>18,807</b>		<b>18,855</b>	
<b>SUPPORT STAFF PERSONNEL GRAND TOTAL ETHNICITY BY SCHOOL YEAR</b>										
1 Caucasian	5,137	38.0%	5,077	36.9%	4,864	36.4%	4,673	36.4%	4,672	35.5%
2 Black/African American	3,278	24.3%	3,350	24.4%	3,248	24.3%	3,165	23.6%	3,003	22.8%
3 Asian	676	5.0%	695	5.0%	677	5.0%	705	5.2%	695	5.3%
4 Native American	65	0.4%	66	0.4%	74	0.5%	80	0.5%	73	0.6%
5 Hispanic/Latino	3,740	27.7%	3,930	28.6%	3,901	29.2%	3,974	29.6%	3,846	29.2%
6 Other	99	0.7%	99	0.7%	114	0.8%	115	0.8%	436	3.3%
7 Native Hawaiian/Other Pacific Islander	130	0.9%	136	0.9%	126	0.9%	136	1.0%	124	0.9%
8 Multiracial	361	2.6%	375	2.7%	335	2.5%	336	2.5%	328	2.5%
<b>TOTAL</b>	<b>13,486</b>		<b>13,728</b>		<b>13,339</b>		<b>13,384</b>		<b>13,177</b>	

### Enrollment/Diversity

- CTE Enrollment
- Average Daily Attendance
- CTE Average Daily Attendance
- Chronic Absenteeism Rates
- Average Class Size
- Student/Teacher Ratio
- Transiency/Student Mobility
- Retention by Grade
- Credit Deficiency
- Remedial NSHE

This graph shows the percentage distribution of students enrolled in Nevada public schools, by race/ethnicity (data is as of October 1st).







# Diversity of Curriculum: Recommendations

**Diversity and inclusion in all coursework in all subject matters and all grades.**

Strategies to improve diversity in curriculum include:

- (a) teaching students of historical figures from non-White backgrounds;
- (b) providing a curriculum that highlights learning about and celebrating non-White and non-dominant historical events and holidays, and
- (c) providing literature written from non-White perspectives on commonly taught subjects such as social studies and history.

# Professional Development



- Bias, both implicit and explicit, directly can inflict harm to students and families in our communities.
- Uniform **implementation** and **assessment** of professional development programs must be implemented to demonstrate a commitment to community equity issues.
- The outcomes must be tied to the distribution of funds and to the certification of professionals to ensure they are abided.



# Discipline Policy Reform

## Discipline Policy

- Nevada has been ranked in the top 10% of student arrests, referrals for law enforcement, and transfer to an alternative school (U.S. Department of Education, 2018).
- Restorative justice policies seek to repair harm in schools and should recognize the joint responsibility of adults to recognize and repair the harm they have caused during school-based incidents.

## Social Emotional Learning (SEL)

- SEL programs are needed in schools.
- Sufficient data is needed to support students experience trauma from exposure to racism and bias.
- Development of SEL learning standards.

# Clark county School District

College, Career,  
Equity and  
School Choice



# Prime 6 Schools

- **UNLV: Documenting the African American Experience in Las Vegas**
- Funding is critical to ensuring equity and access in Prime 6 Schools.
- Victory funding has been influential in supporting student's achievement and supporting the poorest zip codes.

