



3<sup>rd</sup> Annual Institute

A National Crisis:

*Implicit Bias and The Systematic*

**DE-EDUCATION**

*of Black Girls*

July 9-12, 2023

Meritage Resort & Spa • Napa, California

Institute Program

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Dear Esteemed Advocates for Equity,

I am honored to extend a heartfelt welcome to all of you as we embark on a conference that will undoubtedly leave an indelible mark on our minds and hearts. The 2023 CABSE Institute holds a profound significance as we delve even deeper into the realm of academic equity, with an unwavering focus on the resilience and brilliance of Black girls.

As a Black woman, this theme resonates with me on a deeply personal level. My own journey through life has propelled me towards a career dedicated to empowering and uplifting young learners, enabling them to unlock their full potential. We are all acutely aware that the education system often falls woefully short in catering to the unique needs of Black students. However, it is imperative that we recognize the magnitude of these shortcomings when it comes to educating Black girls. I stand here today, certain that my experiences are not isolated, knowing that many of us share stories of inspiration despite the diverse paths we have walked.

In Napa, we are resolute in our commitment to transcend the cyclical discussions that have persisted for decades. This conference is a platform for us to move beyond crisis mode and discover the most effective and promising practices that pave a clear path for action. I acknowledge that this humble gathering is just one facet of a larger mission, and I commend each and every one of you for investing your time, energy, and passion in this shared endeavor.

The forthcoming days hold the promise of being truly exceptional! We have curated an extraordinary lineup of speakers and workshops, featuring brilliant minds and influential leaders who have dedicated their lives to advancing education equity. I implore each of you to actively engage and make substantive contributions throughout this conference. Your unique insights, innovative ideas, unwavering energy, and thought-provoking challenges are all invaluable.

It is my genuine hope that you will take the strategies and knowledge you acquire here and apply them within your own districts. Genuine and transformative systemic change is achieved through the collective sharing of knowledge, the fostering of solidarity, and a steadfast commitment to continuous improvement for the betterment of Black children. With unwavering confidence, I believe that through our united efforts, we can finally tip the scales in favor of Black girls and every student across America.

With utmost sincerity,

*Hon. Kimberly Tapscott-Munson*

Kimberly Tapscott-Munson, President

Dear Colleagues:

Words alone cannot capture the depths of my joy as I stand before you, opening the doors to our 3rd Annual CABSE Institute – “A National Crisis – Implicit Bias & The Systemic De-Education of Black Girls.” The fire within me ignites as I see each one of you here in Napa, united in our unwavering commitment to forge a better future for Black students and students of color across our great nation. Together, we will shatter the chains that bind our educational system and empower Black girls to rise above every barrier imposed upon them.

This year’s conference theme holds profound significance. As students return to the halls of education, we can no longer afford to delay in confronting the pressing systemic issues that plague our schools. The injustices faced by Black students are not new, but it is the unique struggles of Black girls that have too often been relegated to the shadows of our conversations. We must recognize the weight they carry —the burden of low expectations, the inequitable punishments they endure, and the insidious adultification that robs them of their innocence. They are warriors, fighting at the crossroads of racial and gender-based harm.

The core of our challenge lies not in the capabilities of Black girls, but in the systems responsible for educating them. We must address the disparities in opportunities that hinder their growth. It is through this lens that we seek to rectify the disappointments and unforgivable status quo. Together, through enlightening workshops, the wisdom of national thought leaders, and the passionate voices of our remarkable speakers, we shall sow the seeds of change.

Yes, this journey is arduous, and the road ahead may seem insurmountable. But let us remember that even the mightiest mountains can be conquered through persistent, incremental steps towards victory. It is through these small, yet meaningful triumphs, that we shall reshape our education system, liberating every student from the shackles of inequity. Together, we shall manifest our vision of true equity in every corner of our nation.

In this pursuit, let passion fuel our hearts, let knowledge empower our minds, and let solidarity fortify our resolve. We are the agents of change, the torchbearers of hope, and the catalysts of progress. Even the most daunting obstacles can be overcome by taking incremental steps to attain small yet meaningful victories. Collectively, these successive actions will eventually catalyze the necessary changes to our education system and allow us to fully realize our goal of equity for every student in every state. Together, we will rewrite the narrative for Black girls and for every marginalized student in our beloved America.

Sincerely,

A handwritten signature in black ink, appearing to read "Micah Ali". The signature is fluid and cursive, with a large initial "M" and "A".

Micah Ali, Conference Chairman

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# Schedule-At-A-Glance

## Sunday, July 9, 2023

3:00 pm – 4:30 pm Institute Registration  
5:30 pm – 7:30 pm **President’s Welcome Reception**

## Monday, July 10, 2023

8:00 am – 10:00 am Institute Registration  
8:00 am – 9:00 am Breakfast Buffet  
9:00 am – 9:30 am **Institute Welcome and Opening Remarks**  
9:30 am – 10:30 am **General Session**  
Dr. Debra Duardo, Superintendent, Los Angeles County  
10:30 am – 10:45 am Coffee Break  
10:45 am – 12:00 pm **General Session**  
Brooke Jenkins, District Attorney, City/County of San Francisco  
12:00 pm – 1:30 pm **Black EdCellence Luncheon**  
1:45 pm – 3:00 pm **General Session**  
Dr. Meisha Porter, President/CEO, Bronx Community Foundation  
3:00 pm – 3:30 pm Sponsor Exhibit Table Visitations/Afternoon Break  
5:15 pm Bus Departure for Chairman’s Cabaret  
6:00 pm – 10:00 pm **Chairman’s “Chuck” Cabaret**

## Tuesday, July 11, 2023

8:00 am – 10:00 am Institute Registration  
8:00 am – 9:00 am Breakfast Buffet  
9:00 am – 11:00 am **General Session**  
Dr. Sonya Whitaker, Deputy Superintendent, Illinois District 148  
Renata Simril, President/CEO, LA84 Foundation  
11:00 am – 11:15 am Coffee Break  
11:15 am – 12:15 pm Breakout Sessions A  
12:15 pm – 1:45 pm **Luncheon**  
2:00 pm – 3:00 pm Breakout Sessions B  
3:00 pm – 3:30 pm Sponsor Exhibit Table Visitations/Afternoon Break  
3:30 pm – 4:30 pm Board of Governors Meeting  
3:30 pm – 4:30 pm Team Planning Time  
5:00 pm – 7:00 pm Networking Event

## Wednesday, July 12, 2023

8:00 am – 9:00 am Breakfast Buffet  
9:00 am – 10:00 am Breakout Sessions C  
10:15 am – 11:00 am **Institute Closing Session**

Sunday, July 9, 2023



**Institute Registration**

3:00 pm – 4:30 pm

Meritage Ballroom Foyer

**President's Welcome Reception**

5:30 pm – 7:30 pm

**Estate Cave**

*Sponsored by: Lee & Low Books and NWEA*

**Call to Order**

Kyla Sinegal

Board President, San Lorenzo Unified School District

**Master of Ceremonies**

Kimberly Tapscott-Munson

President, CABSE

**Sponsor Greetings**

Verónica Labarca, Senior Educational Sales Manager, Lee & Low Books

Jeff Enoch, Executive Vice President – Partner Accounts, NWEA

*Entertainment provided by Elevate Culture/DJ QwessCoast*

Monday, July 10, 2023



**Institute Registration**

8:00 am – 10:00 am

**Meritage Ballroom Foyer**



**Breakfast Buffet**

8:00 am – 9:00 am

**Vineyard Terrace**



## Institute Welcome and Opening Remarks

9:00 am – 9:30 am

**Salons V-X**

### Master of Ceremonies

Kimberly Tapscott-Munson  
President, CABSE

### Welcome

Kevin Jenkins  
Councilmember District 6, Oakland City Council  
Immediate Past President, CABSE

### Greetings



Senator Rosilicie Ochoa Bogh  
Vice Chair, Senate Education Committee  
23rd Senate District, State of California

Gill Garrett  
Board President, Pontiac School District (MI)  
Chairman, Council of Urban Boards of Education (CUBE)



## General Session

9:30 am – 10:30 am

**Salons V-X**



### Keynote Speaker

County Offices of Education as Catalysts for Transformation  
Dr. Debra Duardo, Superintendent, Los Angeles County



### Coffee Break

10:30 am – 10:45 am

**Meritage Ballroom Foyer**



## General Session

10:45 am – 12:00 pm

Salons V-X

### Sponsor Greeting

Brandon “Griot B” Brown, CEO, School Yard Rap

### Introduction of Keynote Speaker

Faauga Moliga

Board Member Emeritus, San Francisco Board of Education



### Keynote Speaker

Healing Centered Engagement

Brooke Jenkins, District Attorney, City/County of San Francisco



## Black EdCellence Luncheon

12:00 pm – 1:30 pm

Salons V-X

*Sponsored by: The Bill & Melinda Gates Foundation*

### Master of Ceremonies

Micah Ali

Conference Chairman, CABSE

### Greetings

Devin Del Palacio

Board Member, Tolleson Union High School District (AZ)

Executive Director, Arizona School Boards Association

### Introduction of Black EdCellence Award Recipients

Traditional K-12: Paramount Unified School District

Community College: Mt. San Antonio College

Charter Organization: Highlands Community Charter and Technical Schools

National Organization: Portland Public Schools & Hazel Crest School District 152 1/2



## General Session

1:45 pm – 3:00 pm

**Salons V-X**



### Keynote Speaker

A Whole Village Approach to Equity in Education for Girls

Dr. Meisha Porter, President/CEO, Bronx Community Foundation

### Sponsor Exhibit Table Visitations/Afternoon Break

3:00 pm – 3:30 pm

**Meritage Ballroom Foyer**

*Sponsored by: Care Solace & Proximity Learning*

### Bus Departure for Chairman's Cabaret

5:15 pm

**Fountain Courtyard**

*Sponsored by: Grand Canyon Education, Cox Communications & My Writing Coach*

## Chairman's "Chuck" Cabaret

6:00 pm – 10:00 pm

### Master of Ceremonies

Micah Ali

Conference Chairman, CABSE



### Greetings

Senator Steven Bradford

Vice Chair, California Legislative Black Caucus

35th Senate District, State of California

*Entertainment provided by Elevate Culture/DJ QwessCoast*

Tuesday, July 11, 2023



### **Institute Registration**

8:00 am – 10:00 am

**Meritage Ballroom Foyer**



### **Breakfast Buffet**

8:00 am – 9:00 am

**Vineyard Terrace**



### **General Session**

9:00 am – 11:00 am

**Salons V-X**

### **Master of Ceremonies**

Kimberly Tapscott-Munson  
President, CABSE

### **Greetings**

Judy Mickens-Murray  
Board Chair, Prince George's County Public Schools (MD)



### **Keynote Speaker**

Culturally Responsive Teaching and Learning  
Dr. Sonya Whitaker, Deputy Superintendent, Illinois District 148

### **Guest Speaker**

Removing the Ceiling for Equity  
Dr. Melissa Franklin  
Maternal, Child & Adolescent Health Director, LA County Department of Public Health



### **Keynote Speaker**

The Power of Sports and Play  
Renata Simril, President/CEO, LA84 Foundation



## Coffee Break

11:00 am – 11:15 am

**Meritage Ballroom Foyer**



## Breakout Sessions A

11:15 am – 12:15 pm

### Equity: A Black Girl's Rock in Education

#### Salon I

Sharon Brooks, School Board Director, Robbinsdale Area Schools ISD No. 0281

Helen Bassett, School Board Director, Robbinsdale Area Schools ISD No. 0281

This interactive workshop will emphasize and demonstrate the absolute necessity for a strong Equity Policy that works to BLOCK the implicit bias and systemic de-education of Black Girls in America's schools. Key takeaways include: defining equity, policy creation and implementation to Empowered Black Girls Rock! Together we will create an Equity Policy focused on Black Girls receiving a successful education that can be presented to your district.

### Technology Access and Opportunities for Black Girls

#### Salon II

Sonia Baccus Hooks, Assistant Director - Technology Services, Los Angeles COE

Kanika White, Chief Human Resources Officer, Los Angeles COE

Black girls and young women of color, from lower socioeconomic communities, hover at the intersection of access and inequity. Students have no home broadband internet access and no exposure to STEM opportunities. Gender gaps in education pathways persist, limiting access, preparation, and career opportunities. The Los Angeles County Office of Education (LACOE) is committed to Delete the Divide and the disproportionate impact on girls. Attend our session and hear from our county leadership about our advocacy for access and opportunities on behalf of our students and their families.

## Black Girls and Chronic Absenteeism: A Call for Equitable Solutions

### Salon III

Dr. Nyeisha DeWitt, Founder/CEO, Oakland Natives Give Back Fund, Inc.

Dr. Chyna Hill, Director of Program Effectiveness, Oakland Natives Give Back Fund, Inc.

Dr. Kimberly Mayfield-Lynch, Deputy Mayor, City of Oakland

The issue of the de-education of Black girls associated with chronic absenteeism demands our immediate attention. This presentation sheds light on the systemic barriers hindering equitable access to quality education for Black girls and advocates for practical solutions. Our ultimate goal is raising awareness about how race intersects with gender in influencing chronic absenteeism among Black girls. Together, we will examine and discuss root causes as well as consequences linked with this crisis. We will share several salient points throughout our presentation; defining chronic absenteeism along with its impact on academic achievement.

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illustration by Chris Soentpiet,  
from *Amazing Faces*, Lee & Low Books

## Equity in Mental Health: A Multifaceted Approach To Address Mental Health Outcomes Among Black Teenage Girls

### Cabernet

Dr. Tekeyah Sears, CEO/ Founder, It Begins With I AM

Mental health affects how we think, feel, act, handle stress, relate to others, and make choices. While there are various contributing factors to mental health outcomes, it is important to highlight that black communities, especially among girls, have seen a significant increase in suicidal attempts and self-injury. The goal of this workshop is to address socioeconomic disparities and its potential solutions to mental health outcomes among black teenage girls.

## The Roadmap to Educating the Whole Child: Utilizing Multi-Tiered Systems of Support

### Salon IV

Regina Thompson, Superintendent, Fairfield City Schools

LaRhonda Aikerson, Director of Teaching and Learning, Fairfield City Schools

Dashannikia Holston, Principal, Fairfield City Schools

Through the utilization of Multi-Tiered Systems of Support, Fairfield City Schools has been able to incorporate a comprehensive continuum of evidence-based, systemic practices to support students' strengths and needs. During weekly Professional Learning Communities, participants progress monitor by reviewing data to evaluate student achievement, academic proficiency, and the mastery of standards to determine the interventions and academic supports needed for students. The system-wide implementation and collaboration has enabled continuous improvement and growth for all students.





## Luncheon

12:15 pm – 1:45 pm

Salons V-X

*Sponsored by: Los Angeles Department of Water and Power (LADWP)*

### Master of Ceremonies

Micah Ali

Conference Chairman, CABSE

### Greetings

Verjenea McCotter-Jacobs, Esq.

Executive Director/CEO, National School Boards Association

### Panel Discussion – Power to Possibilities: Paving the Way for Careers in the Utilities

Cynthia McClain-Hill, President, LADWP Water and Power Board of Commissioners

LaTanya Bogin-Jordan, Director of Partnership Development & Strategic Engagement, LADWP

Leah Mulat, Civil Engineering Associate III, LADWP

Alicia Dickerson, Building Repairer, LADWP

Shawn McCloud, Sr. Assistant Business Manager, IBEW Local 18

*Entertainment provided by School Yard Rap*



## Breakout Sessions B

2:00 pm – 3:00 pm

### The Butterfly Effect: They Do Better When They See Us

Salon I

Waahida Mansion, Teacher, Val Verde Unified School District

Quantrell Willis, African American Parent Engagement Specialist, Val Verde Unified School District

Black Women are often overlooked when researchers focus on leadership in K-12 settings, yet they have a positive impact on student success. In this workshop, we will review the preliminary findings of my doctoral dissertation regarding the lived experience of Black women transitioning from K-12 classroom roles to K-12 leadership roles. We will then highlight the importance of Black students seeing Black women educational leaders as a critical component of their educational success.



# Protecting Students from Exploitation/Prevention of Domestic Minor Sex Trafficking

## Salon II

Erika Mitchell, Board Member, Atlanta Board of Education/Atlanta Public Schools

Sex trafficking entails serious consequences for minors, including long-lasting physical and psychological trauma, delayed educational attainment, involvement in the juvenile justice system, and possibly death. Early prevention and intervention has resulted in the best possible outcomes. Protecting students from exploitation efforts requires a collective approach. A proactive approach to addressing and preventing students is developing district policy and protocol that includes training and awareness for in-school personnel and outside organizations, associations, not-for-profits, faith-based groups, and governmental entities that respond to instances of exploitation.

## Changing the Landscape of Leadership in Young Women

### Salon III

Dr. Kimberly Johnson, Program Administrator, Long Beach Unified School District

Dr. Margo Adkins-Jackson, Program Administrator, Long Beach Unified School District

Maria Serrano, Teacher on Special Assignment, Long Beach Unified School District

This interactive workshop will provide an overview of the Female Leadership Academy specific to the Long Beach Unified School District. The presenters will share proven strategies used to develop a focused leadership program for high school female students. Presenters will also discuss various approaches utilized to increase opportunities to facilitate leadership skills including but not limited to community partnerships developed to support additional experiences for our students.



## Using Data to Drive Equity

**Cabernet**

Miles Davison, Research Scientist, NWEA

Data and equity should be at the forefront of school district decision-making. This session encourages attendees to consider the variety of data systems in their school district and how these systems can be leveraged to promote equitable schooling environments. NWEA researchers will lead attendees through exercises designed to help attendees orient themselves to testing and behavioral data, and offer insights into how these data can be used to address inequities in achievement gaps, school discipline and more. Real examples from successful, equitable school practices will be shared.

## What Did You Just Say? Using Compassionate Dialogue as a Protocol to Discuss Tough Topics

**Salon IV**

Myeshia Whigham, Coordinator-Diversity, Equity, & Inclusion, Oceanside Unified School District

Ever find yourself being in shock by something someone said, and you didn't know how to respond? Why is this hard for us? Implicit bias, subtle racism, and microaggressions are all upheld in our schools, impacting the educational experience of Black girls. Dr. Nancy Dome, founder of Epoch Education, uses a "Compassionate Dialogue" protocol called "Recognize, Interrupt, Repair." Participants will learn how we've introduced it as a district-wide practice to shift perspectives and interrupt microaggressions directed toward Black girls.



### Sponsor Exhibit Table Visitations/Afternoon Break

3:00 pm – 3:30 pm

**Meritage Ballroom Foyer**

*Sponsored by: Age of Learning & McGraw Hill*

### Board of Governors Meeting

3:30 pm – 4:30 pm

**Cabernet**

## Team Planning Time

3:30 pm – 4:30 pm

**Salons V-X**

The team planning time should be utilized by team delegations in attendance for creating a shared vision and goal setting of the teams Institute attendance learning outcomes. Consider what you have learned and what you can utilize in your school/district to improve equitable academic outcomes, culture and climate for black students. Attendees can meet as school/district teams in Salons V-X.

## Networking Event

5:00 pm – 7:00 pm

**Crush Lounge**

*Entertainment provided by Elevate Culture/DJ QwessCoast*

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Wednesday, July 12, 2023



### Breakfast Buffet

8:00 am – 9:00 am

**Vineyard Terrace**



### Breakout Sessions C

9:00 am – 10:00 am

#### Closing The Hope Gap For Girls

**Salon I**

Kelly Fair, Executive Director, Polished Pebbles

Learn how for 15 years a girls-mentoring program has closed the hope gap for tween & teen black girls living in communities stricken with violence and trauma, and placed them on a pipeline into successful careers. This session will emphasize communication competencies as part of a SEL curriculum that is paired with on the job experiences. Participants will learn how to successfully engage students about career options and teach transferable skills.



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## The Stories Told

### Salon II

Maria Campanario, Retired Boston Public Schools/Consultant, Benchmark Education Company

Historical perspective and contemporary events are often examined for impact on education. Monique W. Morris' book, *Pushout: The Criminalization of Black Girls in Schools*, examines the effect of neglecting to look at the factors that lead to the failed opportunities to educate young black women. This lack of focused support impacts mental and physical health, and academic achievement. Educational social justice requires consideration of these challenges and to counter the de-education of black girls.

## Partnering With Local D-9 Organizations to Increase Your School's Capacity to Build Future Leaders

### Salon III

Sheri Stevens-Parker, Counseling Therapist Supervisor, Val Verde Unified School District  
Kymberly Taylor, Elementary Assistant Principal, Moreno Valley Unified School District

This workshop will highlight programs that Black Greek Organizations offer throughout the country, with a specific emphasis on Delta Sigma Theta Sorority, Inc.'s Delta Academy and Delta GEMS programs implemented by the Murrieta-Temecula Area Alumnae Chapter. Attendees will learn the history behind youth programs sponsored by D-9 organizations, and hear testimonies about the positive impact these programs have had on our youth.



## Creating Black Girl Magic - From Coding to Mentoring to School Based Programs in Support of Black Girls from 8 to 18

### Salon IV

Angela Johnson Peters, National Director of Programs, Social Justice Learning Institute

Maisha Beasley, CEO, Project Sankofa

Samarah Blackmon, Program Director, Project Sankofa

Jacob Adams, Founder and Executive Director, STEM to the Future

Come learn about developing programs leading to Black girls' academic and personal achievement and the approach leading to impactful outcomes. Our panelists have experience in creating programs for young Black Women – Build Em Up Robotics (BU), is a student-led coding and engineering program. This workshop will review research on best practices for Black girls and working with school districts to create a safe space resulting in increased graduation rates and four-year college admissions.



## Institute Closing Session

10:15 am – 11:00 am

### Salons V-X

### Summative Remarks

Kimberly Tapscott-Munson, President, CABSE

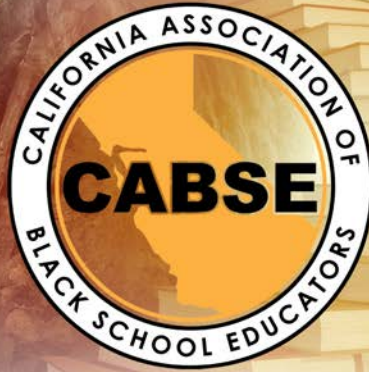
Tiffany Bell, Assistant Superintendent – Business Services, Duarte Unified School District

Satra Zurita, Board Member, Compton Unified School District

Micah Ali, Conference Chairman, CABSE

### Professional Development Hours

Professional development hours for Institute attendees are being offered in partnership with Grand Canyon University's Canyon Professional Development. Attendees will be required to sign-in and sign-out each day in order to receive credit. Certificates will be provided for 14 hours for attendees who attend all sessions or for 7 hours for partial participation. Certificates will be emailed within 30 days following the Institute. For more information about Canyon Professional Development, please visit their website at [www.canyonpd.com](http://www.canyonpd.com).



# DEFYING — The — ODDS

7<sup>th</sup> ANNUAL EDUCATION CONFERENCE



October 19-21, 2023

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