



**CALIFORNIA DEPARTMENT
OF EDUCATION**

TONY THURMOND
STATE SUPERINTENDENT OF
PUBLIC INSTRUCTION

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December 1, 2020

Dear Adult Educators:

Adult Education Office Racial Equity Initiative

The Adult Education Office (AEO) at the California Department of Education (CDE) will launch a new statewide Racial Equity Initiative for the Adult Education System. One of the goals of the initiative is to promote equitable representation of educators of color in school administration, teaching, counseling, and support staff positions. This letter is the first step in implementing the initiative, and will assist CDE staff with planning future work, including the development of guidance documents to support the vision of the initiative.

Much has changed since this work began. The murder of George Floyd, an African-American man, by Minneapolis police officers spurred a national and international protest against police brutality and systemic racism. In the United States, protests were led by the Black Lives Matter movement, social justice activists, and a large, diverse group of Americans.

In June, the State Superintendent of Public Instruction (SSPI), Tony Thurmond, in addressing the Floyd murder, questioned why this incident occurred and encouraged all of us to address racism and implicit bias in education. The SSPI announced multi-pronged partnerships and initiatives that include a desire to provide implicit bias training to all CDE employees and develop guidance for school districts to aid in the dismantling of systemic racism in education.

We remain resolute in our support of the foundational tenets of the AEO Racial Equity Initiative and believe that, working together, we can:

1. Reimagine adult education by cultivating diversity, equity, access, and inclusion; and
2. Inspire and develop courageous leadership through consciousness building, wherein the universe of adult education is viewed through an equity lens.

The AEO acknowledges that there have been similar initiatives in the past; therefore, in addition to adhering to the above tenets, we believe we must challenge ourselves to reflect on two questions: (1) why has racial equity work had such limited success? and (2) how do we do this work differently?

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To that end, we are launching the Racial Equity Initiative with a brief statewide questionnaire. Your responses will provide valuable information on the current racial and ethnic composition of the adult education system in California and will guide the CDE in planning future work. No individually identifiable information is requested. If you are an administrator, please complete the questionnaire at the following link:

<https://caladulthood.org/AdminRacialEquitySurvey>

Administrators; please forward this letter to all adult education personnel so they too may complete the questionnaire at the link provided below:

<https://caladulthood.org/RacialEquitySurvey>

Please submit all responses to the questionnaire by February 12, 2021. If you have any questions or concerns, please email your inquiries to the AEO at ADULTEDUCATION@cde.ca.gov. If you have technical questions, please contact the Outreach and Technical Assistance Network on their web page at <https://otan.us/about-us/contact-us/>.

Thank you in advance for participating.

Sincerely,

Pradeep Kotamraju, Ph.D., Director
Career and College Transition Division

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