Chicago Public Schools

Chicago Public Schools | OFFICE OF EQUITY



Policy

We are continuing our listening campaign to co-design equity policy implementation supports.

Equity Policy Mission Statement

The Office of Equity supports policy revision efforts in CPS and ensures an equity lens, community voice, and system redesign in all decisions toward race and social indicators no longer predicting education and life outcomes.

In Spring 2019, CPS engaged in an initial comprehensive review of all existing Board Policies with a focus on equity.

Our work focuses on Fair Policies and Systems, one of the dimensions of the CPS Equity Framework, and we believe all dimensions of the equity lens — Liberatory Thinking, Inclusive Partnerships, and Resource Equity — must operate together. Inclusive Partnerships requires our stakeholders voices are factored into decisions to equitably

> **CPS' Equity Framework will address primary drivers of equity across four areas: organizations and structures, policy and advocacy, adults, and students. We know that to truly address the inequities, it takes a comprehensive and multi-pronged approach. We have started a top-to-bottom policy review to ensure our policies align with our values...And, it means our decisions need to reflect equity through and through.**
>
> CPS 5 YEAR VISION (2019–2024)

Equitable Policy and Finance Strategy Feedback

We recognize students and families are actively showing up to advocate for equitable learning environments while continuing to navigate the dual pandemics of COVID-19 and racial injustice. The CPS Office of Equity engaged over 3000 stakeholders, including a one year equity audit and listening campaign with community-based organizations, a focus group series, a public survey, BIPOC town halls, and an empathy interview series.



Equity Policy Revisions

Three of the district's board policies are under review by the Office of Equity. We are seeking community collaboration to help inform these policy revisions. With your input, we will define cultural relevance, apply an equity lens, and plan for instructional shifts to disrupt predictability in academic achievement differences. We will also create precedent for auditing CPS environments to ensure cultural responsiveness from wall-to-wall in the school district. Finally, we will revisit how we accommodate

- Naming or Renaming of a School, Mascot, Logo, Learning Environment, and Physical Marker (Adopted June 2023)



Board Policies

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VIEW POLICIES FOR PUBLIC COMMENT



Advancing Racial Equity

ensure our students and communities of color, and especially those most impacted by inequity, are at the table to co- create solutions.

MORE ABOUT RACIAL EQUITY

Accommodation Requests

Do you have ideas about how we can better accommodate CPS stakeholders in our community engagement (Inclusive Partnerships) efforts related to policy and finance redesign strategies ? If there are specific accommodations requests, please share with us at equity@cps.edu.

Equity Lens

(Use) Liberatory Thinking →

(Catalyze) Inclusive Partnerships →

(Direct) Resource Equity →

Tools

- CPS Equity Framework Liberatory Thinking Tool →
- CPS Equity Framework Resource Equity Tool →
- CPS Equity Spectrum of Inclusive Partnerships →
- CPS Racial Equity Impact Assessment →
- CPS Equity Framework Targeted Universalism →

Partners

Our Offices are partnering closely with several Chicago-based organizations who focus on creating equity across Chicago Public Schools. Organizations include:

Mikva Challenge

MY BROTHER'S KEEPER MBK

THE CHICAGO PUBLIC EDUCATION FUND

TEACH PLUS

ILEE Illinois for Educational Equity

UIC Great Cities Institute University of Illinois at Chicago

thrive chicago

THE UNIVERSITY OF CHICAGO CROWN FAMILY SCHOOL OF SOCIAL WORK, POLICY, AND PRACTICE
Advancing a More Just and Humane Society

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YES NO

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CHICAGO PUBLIC SCHOOLS

42 W. Madison Street
Chicago, IL 60602
773-553-1000

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