Policy 1017: Equity Policy

Approved: *March 1, 2021*
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Board Policies & Rules: *Section 1000: Board Bylaws*

The Board recognizes and celebrates the diversity of our scholar population, and, thus, is committed to ensuring all scholars receive an inclusive and equitable educational experience. The Board will remove barriers for scholars by providing access, opportunities, and resources. Furthe1more, the Board will create and monitor the implementation of policies that will ensure equitable outcomes in the following areas, including, but not limited to, budget, curriculum, human resources, professional learning, and extracurricular activities.

To achieve these goals, the Superintendent will implement the following:

- Review practices, procedures, and programs to assure that they are unbiased and nondiscriminatory and use all available data, disaggregated by race, ethnicity, language, national origin, ability, gender identity, gender expression, sexual orientation, socioeconomic background, and mobility to inform all District decision making and to ensure equitable opportunities are provided to all scholars and employees;
- Gather feedback from scholars, families, and staff in order to create and nurture an inclusive, accepting, safe, and belonging environment;
- Differentiate resource allocation to ensure equitable access to efficacious staff and high-quality curriculum, facilities, and support services;
- Identify and implement culturally responsive instructional materials, assessments, and pedagogies and will mitigate, modify, or eliminate those which are culturally biased to ensure equitable outcomes;
- Recruit, hire, develop, and retain high quality personnel that reflect scholar demographics at all organizational levels;
- Train and support personnel at all organizational levels to engage in culturally responsive practices and delivery of service;
- Ensure staff participate in diversity, equity, and inclusion training and courses;
- Incorporate the voice and participation of scholars, families, and communities served in decision making;
- Adopt and review an annual budget that provides for the equitable allocation of finances across the district;
- Review its purchasing practices to eliminate barriers to participation and ensure that business owned by traditionally underrepresented persons are equitably included;

- Provide resources, training, and oversight necessary so that District- and building level equity audits are completed; and
- Provide the Board with an annual report at the end of the school year detailing progress on the items listed in this policy.

