

Title:	<u>Anti-Racism Procedures</u>	Policy ID:	
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Purpose of Procedures: To eliminate all forms of racism in the Hartford School District.

The following procedures will be implemented throughout the Hartford School District (See policy for definitions):

1. The following public statement will be posted in all School District facilities and on the District website. In all locations it will be posted in a high foot traffic location visible to students, staff, and visitors.

The public statement shall read:

“The School District of the Town of Hartford rejects all forms of racism. Racism in any form will not be tolerated in this school. Hartford Schools are committed to the mission of increasing cultural respect by cultivating greater understanding of concepts of diversity, inclusion, equity, implicit bias, white privilege, white supremacy, and systemic racism.”

This statement shall also be included in the student handbooks provided to students and families and shall be translated into other languages and be made available for families with limited English proficiency, if and when needed.

2. The District shall establish an organization or committee of high school students to promote equity and diversity and to serve as leaders and spokespersons within the schools and the District.
3. The District shall proactively seek to recruit or hire diverse faculty and staff to their schools.
4. The District shall develop a systematic approach to assessing and monitoring institutional climate, ensuring that implicit bias and its potential consequences are understood, and that people of diverse backgrounds feel welcome and respected.
5. The District shall implement alternative discipline processes, such as restorative justice, to reduce racial disparities in discipline and suspension.
6. When school administrators determine a student has committed a racist act, the student will be provided the opportunity to learn about the impact of their actions on others through such practices as restorative justice, mediation, role play or other policies or training resources.
7. All curriculum within the District shall be in compliance with Vermont State Law H.3 (Act 1)¹; An act relating to ethnic and social equity studies standards for public schools.
8. Training:

¹ 16 V.S.A. § 164

- a. All teachers and school staff shall be trained in the Anti-racism policy.
- b. All teachers and administrators shall be trained in cultural awareness and/or culturally responsive teaching practices.
- c. All teachers and staff shall be trained about racism and how racism produces inequitable practices and outcomes in the school system and beyond.
- d. Every year, the District shall budget monies towards addressing racism through training and/or activities for school staff, teachers, and students.

9. Enforcement:

- a. The Superintendent shall collect, review, and provide on a two year cycle a report to the School Board regarding racial disparities in areas including, but not limited to, student achievement, enrollment, suspension/discipline, graduation rates, and gifted identification. The report shall also include evidence of growth in each area outlined by the anti-racism policy. These written reports shall also be made available to the public.
- b. The Superintendent shall be responsible for implementation and evaluation of District strategies for actualizing the goals outlined in this policy.
- c. Processes for students and staff to report racism and other forms of discrimination shall be established and shall include a way for such reports to be submitted anonymously.