

EL 10 RACE AND EQUITY

The superintendent shall not fail to interrupt factors that perpetuate systemic inequities and/or practices that contribute to an inequitable over and under representation in school supported or sanctioned activities of any historically marginalized student group compared to their peers.

The superintendent shall not fail to confront institutional biases that result in students' academic outcomes being determined by such factors as race and ethnicity, gender identity and sexual orientation, socioeconomic status, physical ability, language and/or culture.

The superintendent shall not fail to take all reasonable, required, and/or necessary actions regarding the reporting, adjudication and tracking of incidents of racial, sexual or cultural bias or harassment.

The superintendent shall not fail to:

- Recruit, employ, support, retain and continuously develop a culturally-responsive workforce;
- Where ever possible, increase workforce diversity;
- Seek out and incorporate student input in order to develop and maintain a safe and inclusive environment for each and every student;
- Engage families and community partners, in culturally-appropriate ways, to ensure the all of the communities' cultural perspectives are elevated and valued;
- Provide an environment that supports the creation and implementation of culturally-responsive instructional practices and curriculum;
- Provide professional development, training and engagement opportunities to inform and practice cultural sensitivity and increase awareness of personal bias and inequities in leading, teaching, counseling, advising and coaching practices; and
- Recognize and value the wisdom and knowledge that students and families bring to each classroom, school and our District as a whole.

Approved by: School Board Regular Board Policy Review Frequency: Annually Monitoring of Superintendent Frequency: Annually Approved