

EQUITY POLICY

The Charlottesville City Schools fosters a culture of learning promoted by agency and personalized opportunities. All learners are high achievers with great potential and will excel through equitable opportunities and the removal of barriers.

The Charlottesville City School Board believes that all students deserve equitable opportunities and access to the division's educational programs, services, and resources.

The Charlottesville City School Board is committed to identifying and changing patterns of institutional biases. In exchange, the School Board will create and support racially, ethnically, culturally and economically sensitive practices that provide equitable access to a high standard of achievement for all students.

The School Board recognizes that equity does not mean equal, but rather the establishment of high standards for all students while providing the opportunities, support, settings and resources so that all students receive access to a high quality education to prepare for the future they choose.

The Charlottesville City School Board is committed to:

1. Diversifying our staff *and* equipping our educators to succeed and help all students succeed;
2. Providing our students with diverse, inclusive, and rigorous learning experiences;
3. Helping our staff and students feel connected, supported, and safe, we will learn from one other for our mutual gain; and
4. Being systematic and proactive as we make positive change.

Legal Regulations: U.S. Const. amend XIV, § 1 (Equal Protection), 20
U.S.C. § 1703 (Equal Educational Opportunity), 42
U.S.C. § 2000c et seq. (Desegregation), 42 U.S.C §
2000d et seq. (Title VI of the Civil Rights Act of 1964),
42 U.S.C § 2000e-2 (Title VII of the Civil Rights Act of
1964).

Adopted: