

## DRAFT Charlottesville City Schools Equity Policy

The Charlottesville City School Board establishes this policy in an effort to eliminate intolerance, inequities and academic disparities in our division. We see our schools as centers for diverse learning where all students are educated to their fullest potential. The Board acknowledges that complex societal and historical factors contribute to inequities within our school division. As a division, we are intentional in our efforts to replace the factors that may lead to inequities, including racism, discrimination, and prejudice, with attitudes and behaviors that reflect acceptance, belonging, compassion, integrity, understanding, fairness, cooperation, and respect.

### DEFINING EQUITY

Educational equity means that all children receive what they need to develop to their full academic and social potential.

Working towards equity involves:

1. Ensuring high outcomes for all participants in our educational system and removing the predictability of success or failure that may correlate with a social or cultural factor.
2. Interrupting and dismantling harmful or inequitable practices and policies; examining biases; and creating a truly inclusive multicultural school environment for adults and children.
3. Discovering and cultivating the unique gifts, talents and interests that every human possesses.

The Board and administration will see that measures are taken to:

- Develop and promote a culture of high expectations for all students;
- Identify and work to eliminate inequities in access to opportunities and opportunity gaps;
- Ensure that personal characteristics (real or perceived) will not predict any individual's educational outcomes;
- Actively recruit, support, and retain a diverse workforce;
- Actively train and support all administrators, teachers and staff in implementing this policy, including culturally affirming and relevant classrooms and schools;
- Engage with staff, students, parents/guardians, and the entire community to build and sustain a culture that embodies the ideals of this equity policy;
- Work to equitably allocate resources to accomplish strategic plan goals.

The Superintendent will develop and implement a system-wide equity plan with clear accountability and disaggregated metrics. Accountability measures will include division-wide and school-based equity goals. The School Board and administration will identify key focus areas, including, but not limited to, academic areas such as literacy, math, and graduation rates, as well as interpersonal areas such as student discipline and staff diversity. The Superintendent and School Board will annually revisit the areas of focus for our equity work. The Superintendent shall regularly report progress on the plan and outcomes to the Board and community. The division's strategic plan will directly align with this policy.

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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).

Cross Ref:

AC, Nondiscrimination

GB, Equal Employment Opportunity/Nondiscrimination

JB, Equal Educational Opportunities/Nondiscrimination

JFHA, Prohibition against Harassment and Retaliation

When approved: Equity

With appreciation to Orange County (NC) Schools, Tukwila (WA) School District and the National Equity Project for supplying models used to shape this policy.

## DRAFT Charlottesville City Schools Anti-Racism Policy

This policy is intended to officially denounce racism, which is defined as any program or practice that discriminates, segregates, persecutes or mistreats individuals based on their color or membership in a particular race or ethnic group. This Anti-Racism Policy and the CCS equity policy and regulations are designed to dismantle the individual, institutional, and structural racism that may exist in the division and to prevent racism in the future.

Racial equity means the absence of institutional and structural barriers experienced by people based on race or colors, that have impeded access, opportunities, and results. CCS understands that communities of color have experienced centuries of systemic oppression. Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. CCS is committed to altering systemic power and privilege dynamics and structures in order to hear and elevate underrepresented voices and to recognize and eliminate racial bias. This attitude and commitment will prevail in all policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

Furthermore, The Charlottesville City School Division is committed to nondiscrimination with regard to sex, gender, race, color, national origin, disability, religion, ancestry, age, marital or veteran's status, physical or mental genetic information, sexual orientation, gender identity or expression, political affiliation or any classification protected by applicable law.

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JFHA, Prohibition against Harassment and Retaliation

When approved: Equity

With appreciation to Albemarle County (VA) Public Schools, Cambridge (MA) Public Schools, and Tukwila (WA) Public Schools for supplying models used to shape this policy.