

## EQUITY

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 district. As a division, we are intentional in our efforts of replacing the factors 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 equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any 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 hereby sets forth a series of expectations with regard to equity in our school communities. The Board will take measures to:

- Develop and promote a culture of high expectations for every student;
- 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.

FOUNDATIONS AND BASIC COMMITMENTS

File ACB

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Approved: October 3, 2019

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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.