

AGENDA MATERIALS

Agenda VIII, Priority Discussion

Agenda VIII, C, 1: Resolution on District Equity Statement

VIA: Richard Gusick, Superintendent of Schools

<p>Action Under Consideration: That the Board of School Directors approves the attached statement on equity.</p>

Equity Guiding Principles

We believe . . . all people are worthy of human dignity and respect. Every person's authentic identity should be valued. Together, through listening, collaboration, and understanding, we can identify and eliminate barriers to racial equity. Thus, it is the role and responsibility of the entire Tredyffrin/Easttown School District, at every level, to dismantle and abolish any structure or system that unjustly discriminates against fellow members of our community.

Therefore we commit to . . .

Recruit, hire, and support the development of a racially and culturally diverse faculty, administration, and staff

Practice inclusive, culturally responsive, and anti-racist curriculum and instruction at all grade levels

Develop and sustain anti-racist leadership among students, faculty, staff, administrators, and parents

Ensure disciplinary measures taken at all levels reflect racial equity and nondiscrimination

Eliminate systemic barriers that result in racial disparities in standardized testing, academic outcomes, and co-curricular participation at all levels

Systematically review and revise District policies and regulations that have a negative and disproportionate impact on students, staff, faculty, administrators, and community members of color

Improve communication and foster community involvement related to District racial equity initiatives

Engage stakeholders in racial equity work by establishing and sustaining authentic relationships and creating inclusive opportunities to share multiple perspectives

1. Questions from the Board
2. Comments and/or Questions from Community Members
3. Board Discussion/Deliberation/Action