

**CINCINNATI PUBLIC SCHOOLS**

**A RESOLUTION ADOPTING NEW BOARD POLICY:**

**2256 – ANTI-RACISM POLICY**

**WHEREAS**, the Cincinnati Board of Education reviewed the District's new *Board Policy 2256 – Anti-Racism Policy*; and

**WHEREAS**, the Cincinnati Board of Education has determined that new *Board Policy 2256 – Anti-Racism Policy* is consistent with the current state laws and District procedures; and

**WHEREAS**, new *Board 2256 – Anti-Racism Policy* has been reviewed by the Administration and the Cincinnati Board of Education Policy Committee;

**NOW, THEREFORE BE IT RESOLVED**, that the Cincinnati Board of Education approves adopting new *Board Policy 2256 – Anti-Racism Policy* as written; and

**BE IT FURTHER RESOLVED**, that a copy of the Cincinnati Public Schools new *Board Policy 2256 – Anti-Racism Policy* will be posted online and be retained on file in the Office of the Board Members, Cincinnati Public Schools Education Center.

**CINCINNATI BOARD OF EDUCATION**

Carolyn Jones, President

Ryan Messer, Vice President

Melanie Bates

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**DRAFT FOR FULL BOARD APPROVAL – December 16, 2020**

Book: Cincinnati City School District Policies  
Section: 2000 Programs  
Title: Anti-Racism Policy (DRAFT)  
Code: 2256  
Status:  
Legal: 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)  
Ohio Rev. Code §§ 4112.01-.08 (Ohio Civil Rights Act)

Adopted:

Last Reviewed:

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The Cincinnati Public Schools Board of Education (“Board”) and the Cincinnati Public Schools (“District”) reject all forms of racism as destructive to the District’s mission, vision, values, and goals. The Board is committed to the following principles:

- Establishing and sustaining a school community that shares the collective responsibility to confront, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.
- Embracing the racial diversity within our District while actively eliminating practices that perpetuate the racial disparities among our students so that all students have the opportunity to benefit equally referenced in the District’s *Equity and Excellence in Education Policy* (2255).
- Acknowledging that racism is often compounded by other forms of discrimination, including, but not limited to, those protective classes referenced in the District’s *Non-discrimination and Access to Equal Educational Opportunity Policy* (2260).

Definitions\*

- Racism: defined as a system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources. (Dr. Camara Jones)
- Anti-racism: the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism.
- Individual racism: pre-judgment, bias, or discrimination by an individual based on race. This includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others.
- Systemic racism: encompasses the history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.
- Racist and race-based misconduct: actions, on and off school grounds, including but is not limited to inappropriate racial comments, intended slurs, jokes, pictures, objects, threats, physical assaults, intimidation, unequal application of policies, and unequal or biased grading. This encompasses offensiveness and misconduct

that does not reach the level of racism, and misconduct that is sufficiently severe and pervasive that it rises to the level of racial harassment or discrimination.

### **Purpose**

The purpose of this policy is to create processes that identify any form of racism, work to counter its effects and work to eliminate racist practices and policies from the District in conjunction with related Board policies. As the State Board of Education has stated in their *Resolution to Condemn Racism and to Advance Equity and Opportunity for Black Students, Indigenous Students, and Students of Color*, we also condemn, "in the strongest possible terms, white supremacy culture, hate speech, hate crimes, and violence in the service of hatred."

Therefore, educators must play an active and ongoing role in reducing racism and inequity by recognizing the manifestations of racism; creating culturally inclusive learning and working environments, and dismantling educational systems that directly or indirectly perpetuate racism and privilege through teaching, policy, and practice.

In this District, there are significant differences between racial groups in student academic performance, co and extracurricular programs, family engagement and partnership support. These include, but are not limited to, disparities in discipline rates, economic advantages, students with Disabilities Identification and access to Advanced Placement, college credit plus and career technical programs, gifted, enrichment and counseling services, athletics, arts, and electives.

These racial disparities exist because of historical inequitable access to choices and opportunities that have significant intergenerational effects and perpetuate economic, social, and educational inequity on communities of color. However, racial inequities were created and perpetuated over time and can be eliminated. Similarly, personal prejudice is learned and can be unlearned.

This policy ensures the understanding that racial misconduct is unacceptable and prohibited. All District staff is encouraged to reflect upon the issue of racial misconduct and how it may impact their professional standing, as racial misconduct directly affects the lives and conducts of others.

The District recognizes that racism is evident and embedded within societal norms. We will be a district actively working to end inequities among racial groups.

The Board holds itself and all District and school site decision makers, faculty, support staff and participants accountable for building a District-wide culture of respect for diversity, equity, and inclusion, which is free of racism.

To that end, the Board is committed to annual self-evaluation, on-going training, and professional development.

### **Anti-Racism Policy Directives**

These directives are designed to dismantle the individual and systemic racism that exists in the District. The Board directs the Superintendent, Treasurer, General Counsel and the Internal Auditor to lead the District in the following actions:

#### ***Communication***

Each of District schools and buildings shall post the CPS Anti-Racism Vision statement that highlights CPS' commitment to building an Anti-Racist district that includes a clear goal.

An ongoing school site committee in each school regarding anti-racism efforts and accountability should be a subset of the LSDMC that includes students, staff, administration, families and community members. This committee's work must also be a part of each school's One Plan or equivalent.

This policy shall be included in student handbooks provided to students and families.

The District will identify key benchmarks that demonstrate growth in each area outlined in this policy and to develop a plan with clear and measurable accountability standards and procedures that can be assessed and reported transparently to the public. The Cincinnati Public Schools Anti-Racism Plan will be submitted annually to the Board for approval and the Board will hear quarterly reports from the Superintendent regarding each school and the District's efforts in anti-racism.

Administration shall also develop a system that surveys staff, student and family sentiment related to racial inclusion as a tool to evaluate the success of this policy.

### ***Leadership and Administration***

The Board shall direct the Superintendent, Treasurer, General Counsel and Internal Auditor to address systemic racism as follows:

Develop and conduct an annual Racial Disparities Assessment and Audit to identify processes and practices that cause inequitable outcomes based on race.

Direct the District's Curriculum department and Curriculum Councils to review current curricula and create new curricula and authentic sequencing cognizant of the District's Anti-racism commitments.

Direct the school instructional and counseling leaders to create equal access and equitable support for students interested in or qualified for advanced coursework regardless of their home school assignment or choice.

Identify the needed financial and human resources to achieve the goals of the Board's Anti-Racism policy and designate a cross-functional staff person to serve as the District's Diversity, Equity, and Inclusion officer.

Direct the District's Student Services, Counseling, and Talent Development departments to assess and adjust practices that pertain to positive school site culture and individual behavior in order to address racial disparities in student discipline, staff professionalism, and student special needs identification.

To imbed within existing employee discipline processes, the capacity to address racist and race-based misconduct by authorizing appropriately trained supervisors to hold members of the school community accountable.

### ***Curriculum and Instruction***

As noted under Leadership and Administration, the Board and District shall implement an anti-racist curriculum and provide educational resources for students at every grade level.

Curriculum and instructional materials for all grades shall be relevant and represent the racial diversity of the student population and include a range of perspectives and experiences, particularly those of historically underrepresented groups of color, in a way that is age appropriate.

All curriculum materials shall be examined for racial bias by the District's Curriculum Department and students should be given the opportunity to provide input.

Student in-class and extra-curricular programs and activities shall be designed, with student input, to provide opportunities for cross-cultural, cross-racial, and intergenerational interactions to foster respect for cultural and racial diversity. The Board shall support interschool activities that will allow students to experience the diversity within the District.

Staff shall incorporate these programs and activities beyond specific dedicated months and days.

### ***Training and Professional Development***

All Board and District staff shall be trained in this anti-racism policy.

All District staff shall be trained in a District-approved program about anti-racism and about how racism produces inequitable practices and outcomes in education within their first year of being hired. Anti-racism training shall be revisited annually for all staff.

### ***Hiring Practices***

The District shall include in its hiring practices and systems the opportunity to share information with applicants regarding the District's anti-racism stance.

Hiring data shall be aggregated by race to identify areas of improvement, strengths and weaknesses as related to the potential biases in the hiring process. This data should be reported by school and level.

Recruitment practices and data shall be review by the Board to revise and reassess the need of anti-racist practices in recruitment and determine benchmarks.

### ***Policy Enforcement***

To ensure consistency in student discipline, each school shall collect and report data on all disciplinary actions. Schools shall review data, regularly, with the goal of reducing racial discipline disparities and reducing severity of corrective action by race.

When it is determined that a student, teacher, or staff member has committed a racist act, the person will be provided the opportunity to learn about the impact of their actions on others through such practices as restorative practices, mediation, role play or other explicit policies or training resources.

The District shall ensure there are various, including anonymous, means for students and staff to report racism and other forms of discrimination. Complaints of racial misconduct should be reported and resolved in accordance with the District's *Prohibition Against Harassment of Students And Staff Policy* (2260.02).

*\*Definitions are adapted from various sources including the Government Alliance on Race and Equity at [www.racialequityalliance.org](http://www.racialequityalliance.org)*