

Worthington City Schools

Diversity, Equity and Inclusion Policy - DRAFT

General Policy Statement

In alignment with our mission and vision, the district is committed to providing all students with the opportunity to succeed and educating and empowering students to think critically, independently, and creatively. The district is committed to promoting learning and working environments that respect and value diversity, equity, inclusion, and belonging in order to create a culture of acceptance, as well as celebration and empowerment of differences.

The district is committed to identifying and correcting practices and policies that result in a lack of equity and perpetuate gaps [due to racism, bias and/or privilege], to acting on a plan that mitigates those disparities, and fostering a culture that addresses the root causes and improves the experience for students, families, and employees.

The district acknowledges the history and impacts of racism, discrimination, and privilege both locally and nationally.

The district acknowledges the value and necessity of intentionally engaging other perspectives and voices to create this cultural change. This work is collectively shared by the Board, district staff, administrators, educators, families, broader community, and community-based organizations.

Purpose

The purpose of this policy is to identify any form of bias, racism or inequity; work to counter its effects; and work to eliminate racist, discriminatory or inequitable practices and policies from the District in conjunction with related Board policies.

These directives are designed to undo and remedy the effects and outcomes resulting from bias and systemic racism in the district.

Communication

- An ongoing school site committee or building DEI representative (building champions) in each school regarding Diversity, Equity and Inclusion efforts and accountability. This committee or DEI representative's work must also be a part of each school's Continuous Improvement Plan (CIP).
- This policy shall be included in student handbooks provided to students and families.
- The District will identify and establish key benchmarks that demonstrate growth in each area outlined in this policy and to develop a plan with clear, measurable accountability standard and procedures that can be assessed and reported transparently to the public. The Worthington City Schools Diversity, Equity and Inclusion Strategic Plan will be

submitted annually to the Board (for approval) and the Board will hear quarterly reports from the Superintendent or Director of Diversity, Equity and Inclusion regarding the districts efforts.

- Administration shall also engage in utilizing surveys to staff, students and families to as a tool for gathering information to racial inclusion and to evaluate the success of this policy

Leadership and Administration

- Conduct an _____ equity audit to identify processes and practices (and their root causes) that cause inequitable outcomes.
- Identify the needed financial and human resources to achieve the goals of the Board's Diversity, Equity and Inclusion policy.
- Direct the Superintendent or Superintendent designees to access and adjust practices that pertain to positive school culture.
- Human Resources Department needs to embed capacity to address racism and race-related misconduct in its practices

Curriculum and Instruction

- Curriculum and instructional material for all grades should be relevant and represent the diversity of the student population and include a range of perspectives and experiences, particularly of those of historically underrepresented groups of color, in a way that is age appropriate.
- All curriculum materials shall be examined for bias. Various stakeholders (i.e. students, families and community members) will be given the opportunity to examine our curriculum, provide feedback and input. They should partner with the Director of Diversity, Equity and Inclusion and examine the materials for racial bias.