

Board Policy BAC: Equity

Status: ADOPTED

Original Adopted Date: 11/14/2023 | **Last Reviewed Date:** 11/14/2023

SIMPLIFIED POLICY STATEMENT: City Schools of Decatur engages equity as both an outcome and an intentional process designed to achieve fair and just access to opportunity and resources that provide all humans the ability to thrive; the Board will take active measures to evaluate, resource, and ensure such outcomes for every student.

PURPOSE: City Schools of Decatur seeks to uphold a shared definition of equity that can be embraced by the entire city of Decatur. This definition will be an integral part of the change process necessary to create a more equitable school system and society.

POLICY STATEMENT: Equity is a state our district continually strives to create. City Schools of Decatur defines equity as both an outcome and a process. *As an outcome*, equity results in fair and just access to opportunity and resources that provide all humans the ability to thrive. *As a process*, equity requires a new way of doing the work of our district, one that:

1. intentionally and methodically evaluates benefits and burdens produced by neutral systems and practices;
2. engages those most impacted by the problems as experts in their own experiences, strategists in co-creating solutions and evaluators of success, and
3. engages in intentional action that ensures access, resources, and opportunities for individuals with the greatest need.

Our District acknowledges the importance and intersectionality of multiple forms of social inequalities and oppression, including but not limited to race, gender, gender identity and expression, sexual orientation, socioeconomic status, religion, national origin, linguistic ability, physical ability, and learning differences. CSD is committed to identifying and addressing all disparities in educational outcomes through universal design that targets areas for intervention to improve outcomes and opportunities for all students.

BOARD COMMITMENTS: City Schools of Decatur shall take active measures to provide an inclusive and emotionally supportive environment, free from discrimination. Every CSD employee is responsible for the success and achievement of every student. Hence, all schools in our school system shall take active measures to provide every student with equal access to high-quality and culturally responsive instruction, curriculum, support, facilities, and other educational resources. The Board hereby sets forth a series of expectations concerning equity in our school communities.

City Schools of Decatur will take active measures to ensure that all employees:

- A. encourage, support, and expect a culture of high expectations for all students;
- B. continuously raise the level of achievement for all students while eliminating academic disparities;
- C. identify and aggressively address inequities in access to opportunities/opportunity gaps;
- D. actively recruit, support, and retain a diverse workforce by using an equitable hiring tool;
- E. participate in district-approved, annual, and ongoing multicultural professional development for administrators, teachers, and staff in implementing this policy in relevant classrooms and schools.
- F. participate in district-approved, annual, and ongoing multicultural professional development for administrators, teachers, and staff to strengthen employee knowledge, skills, and abilities to eliminate disparities in achievement, course and program placement, and discipline.
- G. consistently review and evaluate existing policies, programs, professional development, and procedures annually to ensure equity through the use of an equity analysis tool.
- H. develop all new policies, programs, and procedures with the aid of a racial equity analysis tool.
 - I. engage with staff, students, parents/guardians, and the entire community to build and sustain a culture emblematic of the ideals of this Equity Policy;
- J. equitably allocate sufficient resources to accomplish these goals.

In keeping with this policy, the Board and administration shall actively model its commitment to equity by aligning all processes and procedures to applicable law and the district's Definition of Equity, including but not limited to:

- Reports
- Presentations

- Decision-making at every level

As part of becoming the change we want to see, the Board as a body will attend equity training within one year of establishing this policy and within one year of the election of any new Board member. Board members will commit to continuing the self-development necessary to engage in effective equity work by attending subsequent annual equity training of their choice offered at a local, state, or national level.

POLICY ENFORCEMENT

The Board shall demonstrate its commitment to equity by directing the Superintendent or designee(s) to enforce this policy, create regulations and practices to implement this policy, and develop an Equity Plan to clarify policy implementation expectations. The Equity Plan will be reviewed annually, and performance metrics will be used to measure progress.

In keeping with this policy, CSD shall review and revise existing policies, programs, professional development, and procedures to reflect applicable laws, the district's definition of equity, and this policy statement.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Note: To access the policy references, *CLICK HERE:* [State of Georgia Terms and Conditions](#) and close the LexisNexis tab, which will return you to the policy. Click on the links below to be taken to each specific code. **You should only have to do this one time per session.**

State

	Description
O.C.G.A. 34-01-0002	Age discrimination in employment prohibited
O.C.G.A. 34-05-0001	Declaration of public policy regarding discriminatory wage practices based on sex
O.C.G.A. 34-06A-0004	Prohibited discriminatory activities
O.C.G.A. 45-19-0020	Fair Employment Practices Act of 1978 - short title
O.C.G.A. 45-19-0029	Fair Employment Practices Act of 1978-Unlawful practices generally

Federal

	Description
20 USC 1400	Individuals with Disabilities Education Act-findings; purposes
20 USC 1681	Title IX-Prohibition against discrimination based on sex
20 USC 1701	Equal Educational Opportunities Act of 1974-Congressional declaration of policy
29 CFR 1605	Guidelines on discrimination because of religion
29 USC 623	Prohibition of age discrimination
29 USC 794	Nondiscrimination under Federal grants and programs
34 CFR 104.7	Section 504 - Designation of responsible employee and adoption of grievance procedures
42 USC 11431	Education for Homeless Children and Youths
42 USC 12101	Americans with Disabilities Act - Findings and purpose
42 USC 2000d	Civil Rights Act-Prohibition against discrimination in federally assisted programs on basis of race, color, or national origin
42 USC 2000e-2	Unlawful employment practices
45 CFR 86.57	Discrimination based upon marital or parental status prohibited