EQUITY & ANTI-RACISM

The Bend-La Pine School District values each and every student, family, and staff member and is committed to creating an equitable and anti-racist system that honors and elevates all. This requires specific actions to promote equitable opportunities, access, experiences, and outcomes in our district for historically underserved and marginalized groups, including but not limited to Black Indigenous Latinx People Of Color (BILPOC); those experiencing poverty, homelessness, or foster/kinship care; those who are LGBTQ+; those experiencing disability; and those who are linguistically diverse.

Accordingly, the Superintendent shall not fail, within each of the following areas, to:

1. **Vision**
   a. Hold an unwavering belief that all students can and will reach high levels of academic achievement and social-emotional well-being
   b. Actively articulate the systemic and institutional inequities that undermine historically underserved and marginalized students in achieving this vision
   c. Adopt and uphold an equity lens in decision-making

2. **Curriculum & Instruction** - Adopt and support consistent implementation across classrooms, schools, and the district of:
   a. Curriculum that prioritizes diverse viewpoints and cultural relevance
   b. Anti-racist and culturally-responsive practices that put the assets of students and families at the core of instructional practices

3. **School Culture** - Adopt and support consistent implementation across classrooms, schools, and the district of proactive and positive practices that:
   a. Nurture healthy relationships and create just and equitable learning environments
   b. Are actively anti-racist
   c. Employ restorative justice to repair harm and transform conflict

4. **Staffing** - Promote a highly-skilled, culturally-responsive, and diverse workforce through:
   a. Recruitment and hiring practices that prioritize reaching workplace diversity reflective of our students and families, at a minimum, and aspirationally of our nation
   b. Pipeline programs across sectors focused on representation by gender and race/ethnicity
   c. A culture, along with systems and structures, designed to recruit, hire, and retain a diverse workforce

5. **Professional Development** - Provide integrated professional development and ongoing coaching across sectors - leading, teaching, counseling, advising, coaching, and service provision - that:
   a. Develop and deepen awareness of personal and systemic bias and racism

      b.   Inform, develop, and promote cultural competence

      c.   Empower staff with the tools to interrupt systemic and historical patterns of oppression

6. **Co and Extra-curricular Activities** - Ensure school activities, clubs, and athletics provide:
   a. Equitable access, regardless of economic means
   b. An inclusive, welcoming, and safe environment that supports dignity for all

7. **Voice** - Promote a school and district culture that will:
   a. Recognize and value the diverse knowledge and experiences students and families bring to each classroom, school, and our system as a whole.
   b. Seek out and center student and family voice on an annual basis to inform, develop, and maintain a safe and inclusive environment for each and every student and family - and with a focus on our historically marginalized and underserved.
   c. Develop and implements strategies for effective partnerships between home, school, and the district, seeking out diverse perspectives on district initiatives, practices, and school climate.

8. **Data** - Collect, disaggregate, analyze, and utilize data on both outcomes and experiences in order to:
   a. Identify inequities in terms of access, experience, and outcomes
   b. Develop and implement strategies and allocate resources towards eliminating those inequities and achievement gaps
   c. Establish and sustain equity-based accountability systems across the district.

9. **Budget** - Ensure that the annual budget specifically includes expenditures to support this work

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Originally Adopted: 8/4/2020
Monitoring Method:
Monitoring Frequency: