

DRAFT Charlottesville City Schools Equity Policy  
October 1, 2019

The Charlottesville City School Board establishes this policy in an effort to eliminate intolerance, inequities and academic disparities in our division. We see our schools as centers for diverse learning where all students are educated to their fullest potential. The Board acknowledges that complex societal and historical factors contribute to inequities within our school district. As a division, we are intentional in our efforts of replacing the factors including racism, discrimination, and prejudice with attitudes and behaviors that reflect acceptance, belonging, compassion, integrity, understanding, fairness, cooperation, and respect.

#### DEFINING EQUITY

Educational equity means that all children receive what they need to develop to their full academic and social potential.

Working towards equity involves:

1. Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor.
2. Interrupting and dismantling harmful or inequitable practices and policies, examining biases, and creating a truly inclusive multicultural school environment for adults and children.
3. Discovering and cultivating the unique gifts, talents and interests that every human possesses.

The Board hereby sets forth a series of expectations with regard to equity in our school communities. The Board will take measures to:

- Develop and promote a culture of high expectations for all students;
- Identify and work to eliminate inequities in access to opportunities and opportunity gaps;
- Ensure that personal characteristics (real or perceived) will not predict any individual's educational outcomes;
- Actively recruit, support, and retain a diverse workforce;
- Actively train and support all administrators, teachers and staff in implementing this policy, including culturally affirming and relevant classrooms and schools;
- Engage with staff, students, parents/guardians, and the entire community to build and sustain a culture that embodies the ideals of this equity policy;
- Work to equitably allocate resources to accomplish strategic plan goals.

The Superintendent will develop and implement a system-wide equity plan with clear accountability and disaggregated metrics. Accountability measures will include division-wide and school-based equity goals. The School Board and administration will identify key focus areas including but not limited to academic areas such as literacy, math, and graduation rates as well as interpersonal areas such as student discipline and staff diversity. The Superintendent and School Board will annually revisit the areas of focus for our equity work. The Superintendent shall regularly report progress on the plan and outcomes to the Board and community. The division's strategic plan will directly align with this policy.

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Legal Regulations: 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).

Cross Ref:

AC, Nondiscrimination

GB, Equal Employment Opportunity/Nondiscrimination

JB, Equal Educational Opportunities/Nondiscrimination

JFHA, Prohibition against Harassment and Retaliation

When approved: Equity

With appreciation to Orange County (NC) Schools, Tukwila (WA) School District and the National Equity Project for supplying models used to shape this policy.

DRAFT Charlottesville City Schools Anti-Racism Policy  
October 1, 2019

This policy is intended to officially denounce racism and all racial inequities. Racism is defined as any program or practice of discrimination, segregation, persecution or mistreatment based on membership in a race or ethnic group. The CCS Anti-Racism Policy and CCS equity policy and regulations are designed to dismantle the individual, institutional, and structural racism that exists in the division.

Racial equity means the absence of institutional and structural barriers experienced by people based on race or colors, that have impeded access, opportunities, and results. CCS understands that communities of color have experienced centuries of systemic oppression. Achieving racial equity requires proactive and continuous work to dismantle systemic oppression. CCS is committed to altering systemic power and privilege dynamics and structures in order to hear and elevate underrepresented voices and to recognize and eliminate bias.

Furthermore, the Charlottesville City School Division is an equal opportunity employer, committed to nondiscrimination with regard to sex, gender, race, color, national origin, disability, religion, ancestry, age, marital or veteran's status, physical or mental genetic information, sexual orientation, gender identity or expression, political affiliation, or any classification protected by applicable law.

This attitude and commitment will prevail in all policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

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JFHA, Prohibition against Harassment and Retaliation

When approved: Equity

With appreciation to Albemarle County (VA) Public Schools, Cambridge (MA) Public Schools, and Tukwila (WA) Public Schools for supplying models used to shape this policy.