

PROPOSED NEW POLICY

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STRATEGIC PLANNING

Equity, Diversity, Inclusion, and Belonging

Everett Public Schools believes that each student should feel safe, healthy, engaged, and supported by the district. Everett Public Schools is a diverse, inclusive, and equitable school district where all students, employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or ability should feel valued and respected. The district respects diverse life experiences, heritages and values, and hears the many languages and dialects spoken by its students, employees, and volunteers. We are committed to a nondiscriminatory approach and will not tolerate injustices. We acknowledge the role educational institutions play in creating and implementing policies and practices that result in predictably lower academic and graduation outcomes and disproportionate disciplinary action for students of color than for their white peers, as consistently shown by data. We recognize these disparities contradict our beliefs and values about what students can achieve, and the important role of adults in ensuring conditions for success.

The district will work to aggressively and efficiently eliminate inequitable practices, systems, and structures that create advantages for some students and families while disadvantaging others. We will allocate resources to replace those inequitable practices, systems, and structures with new ones to ensure that we provide equitable education and environments to all children and families regardless of gender, race, ethnicity, national origin, age, sexual orientation, identity, education, or ability.

The district is committed to modeling diversity, inclusion and belonging for all students and employees to maintain an inclusive environment with equitable outcomes. The district will continue to improve its equity, diversity, and inclusion work, and is committed to providing and requiring implicit bias and anti-racism professional development for all staff so no student will be marginalized. The district is committed to promoting policies and practices that do not perpetuate harm. The district will continue to improve its work to ensure that staff, curriculum, and instruction are reflective of the communities it serves.

District Responsibility

Everett Public Schools strives to:

- See diversity, inclusion, and equity as connected to its mission and critical to promoting the well-being of the staff and communities it serves.
- Acknowledge and support the dismantling of any inequities within its policies, systems, programs, and services, and to consistently update and report on organizational progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact the district's work, and how best to address those inequities in ways consistent with the district's mission.

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- Help to challenge assumptions about what it takes to be a strong leader in Everett Public Schools, and who is well-positioned to provide that leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expanding more diverse leadership within our board, staff, and advisory bodies.
- Lead with respect and tolerance. The district expects all employees to embrace this notion and to express it in workplace interactions and everyday practices.
- Provide professional development in anti-racist practices, equitable practices, culturally responsive teaching practices, microaggressions, and bias awareness.

This work is guided by the Everett Public Schools' core values that were created in partnership with this community, and that are steeped in steadfast commitment to each student's success:

- **Passion:** The district is passionate about teaching and learning.
- **Respect:** The district values differences among people and treating each other with respect.
- **Integrity:** The district acts in good faith, serving others with honesty and dignity. The district serves as a steward of the public trust.
- **Diversity:** The district embraces diversity as an essential asset: The district is inclusive and values differences as a core strength.
- **Equity:** The district honors and supports each student's right to learn and achieve.
- **Learning:** We believe each student has the ability to learn and achieve to high standards.
- **Collaboration:** We believe in learning and working together, the values of diverse views and the power of collective wisdom.

Everett Public Schools is committed to promoting diversity and inclusion in its schools in the following areas:

- Recruitment and hiring of educators, administrators, and other diverse staff.
- Honoring the culture, experiences, and humanity of students by expanding opportunities and eliminating communication barriers.
- Ensuring access and representation in academic programming.
- Building staff capacity for equity-based teaching and leading.
- Building a sense of community and belonging among staff to increase retention.
- Creating an environment where all families feel a sense of belonging and inclusion.
- Systematically reviewing curriculum and instructional materials to ensure they are representative of our student population and address social justice issues.

PROPOSED: November 2020