

Definitions

- **Cognitive Bias:** Unconscious evaluations/evidence that people use as the basis of decision making rather than engage in a more detailed analysis and reasoning process.
- **Equity:** Ensuring that each student and staff member has access to resources in order to support students to reach their dreams and goals and achieve success.
- **Belonging: Opportunity and Access**
 - **Equitable Opportunity** – Those practices that enable students to acquire knowledge, skills, and capacities for growth in academics and social emotional growth regardless of how they identify.
 - **Equitable Access** – All students are provided educational and relational experiences that ensure the achievement of certain uniform goals and objectives that enhance academic and social emotional growth.
- **Equitable Outcomes of Access, Opportunity, and Inclusion:** The way we measure the impact our practices have in our departments, in our schools, and for our students.
 - **Access** – All students are provided educational experiences that ensure the achievement of certain uniform goals and objectives.
 - **Opportunity** – An equal opportunity to gain entry.
 - **Inclusion** – A sense of belonging, welcome, and acceptance.
- **Implementation:** Differentiation based on need.
- **Inclusive Process:** A state beyond nondiscrimination that is characterized by fair and just, but not identical treatment.
- **UNCONSCIOUS (IMPLICIT) BIAS:** When an individual's actions or decisions towards a group of people are driven by the internalized stereotype messages about that group, often at odds with conscious values and beliefs. Cognitive Dissonance.
- **RACISM:** A prejudice that maintains that members of one racial group are superior to another group. This prejudice may lead to dominance, animosity and/or discriminatory behavior against members of the perceived unequal or “inferior” group. It is important to think about racism as manifesting in **FOUR** ways:
 - **Internalized**
 - **Interpersonal**
 - **Institutional**
 - **Structural**

Department of Equity, Belonging, and Inclusion

Equity and Access Advisory Council:

A standing committee made up of community members, administrators, parents, and staff that provides guidance and feedback to the district equity plan

Equity Cohort:

A group made up of two representatives from each school who receive training, resources and support to implement equity measures at their school

	Climate	Culture	Systems	Instruction
Professional Development	<ul style="list-style-type: none"> Land Acknowledgement PRIDE posters 	<ul style="list-style-type: none"> Environmental scans/Equity audit 	<ul style="list-style-type: none"> Foundational Bias and Conflict Management Develop Train-the-Trainer model Anti-racist education Microaggression training 	<ul style="list-style-type: none"> Culturally Responsive Teaching strategies Ethnic studies course Fall 2021
Recruiting and Retention	<ul style="list-style-type: none"> Survey newly hired staff of color Survey all staff of color 	<ul style="list-style-type: none"> Affinity Group concept Staff of color gatherings 	<ul style="list-style-type: none"> Ensuring applicants get interviewed Hiring diverse candidates 	<ul style="list-style-type: none"> Recruit Washington Teacher-Bilingual Educator Initiative
Student Achievement and Advocacy	<ul style="list-style-type: none"> Monthly meetings with BSU Quarterly meetings with affinity group advisors 	<ul style="list-style-type: none"> School Cultural events Empowered to Lead school-based events 	<ul style="list-style-type: none"> District and building level equity teams Grading Master board scheduling Highly capable enrollment Disproportional Analysis 	<ul style="list-style-type: none"> Multiple perspectives integrated into content areas Celebrating history and cultural events Equal Opportunity Schools i-Ready Performance Matters AP support groups
Family Engagement	<ul style="list-style-type: none"> Parent feedback form 	<ul style="list-style-type: none"> Family Engagement Summit School based Parent Engagement events 	<ul style="list-style-type: none"> Natural Leaders PTA 	<ul style="list-style-type: none"> Parent University Play and Learn
Communications/ Partnerships	<ul style="list-style-type: none"> Monthly principal packet items 	<ul style="list-style-type: none"> Plan LGBTQ Event Listen and engage with community groups <ul style="list-style-type: none"> NAACP Communities of Color Coalition Everett Public Schools Foundation Youth Development Program EEA Cultural Competency Task Force 	<ul style="list-style-type: none"> Website School based websites Brochure Equity definitions Translations Notification of safety tip line Foundational Bias Training with PTA/Natural Leaders 	