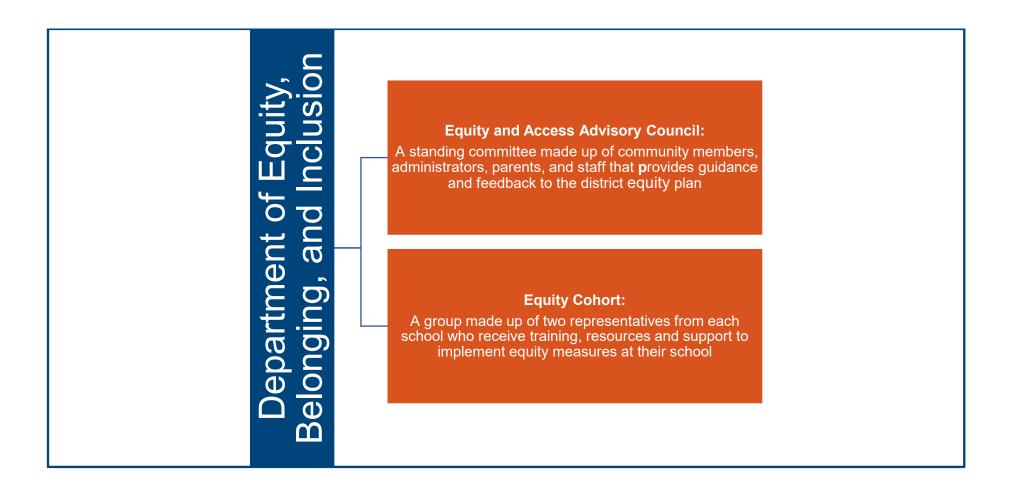
## EVERETT PUBLIC SCHOOLS

## **Equity Plan 2020-21**

## **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



	Climate	Culture	Systems	Instruction
Professional Development	<ul><li>Land     Acknowledgement</li><li>PRIDE posters</li></ul>	Environmental scans/Equity audit	<ul> <li>Foundational Bias and Conflict Management</li> <li>Develop Train-the-Trainer model</li> <li>Anti-racist education</li> <li>Microaggression training</li> </ul>	<ul> <li>Culturally Responsive Teaching strategies</li> <li>Ethnic studies course Fall 2021</li> </ul>
Recruiting and Retention	<ul><li>Survey newly hired staff of color</li><li>Survey all staff of color</li></ul>	<ul><li>Affinity Group concept</li><li>Staff of color gatherings</li></ul>	<ul><li>Ensuring applicants get interviewed</li><li>Hiring diverse candidates</li></ul>	Recruit Washington Teacher- Bilingual Educator Initiative
Student Achievement and Advocacy	<ul> <li>Monthly meetings with BSU</li> <li>Quarterly meetings with affinity group advisors</li> </ul>	<ul> <li>School Cultural events</li> <li>Empowered to Lead school-based events</li> </ul>	<ul> <li>District and building level equity teams</li> <li>Grading</li> <li>Master board scheduling</li> <li>Highly capable enrollment</li> <li>Disproportional Analysis</li> </ul>	<ul> <li>Multiple perspectives integrated into content areas</li> <li>Celebrating history and cultural events</li> <li>Equal Opportunity Schools</li> <li>i-Ready</li> <li>Performance Matters</li> <li>AP support groups</li> </ul>
Family Engagement	Parent feedback form	<ul><li>Family Engagement Summit</li><li>School based Parent Engagement events</li></ul>	<ul><li>Natural Leaders</li><li>PTA</li></ul>	<ul><li>Parent University</li><li>Play and Learn</li></ul>
Communications/ Partnerships	Monthly principal packet items	<ul> <li>Plan LGBTQ Event</li> <li>Listen and engage with community groups         <ul> <li>NAACP</li> <li>Communities of Color Coalition</li> <li>Everett Public Schools Foundation</li> <li>Youth Development Program</li> <li>EEA Cultural Competency Task Force</li> </ul> </li> </ul>	<ul> <li>Website</li> <li>School based websites</li> <li>Brochure</li> <li>Equity definitions</li> <li>Translations</li> <li>Notification of safety tip line</li> <li>Foundational Bias Training with PTA/Natural Leaders</li> </ul>	