

Draft
Barrington Public Schools
Diversity, Equity and Inclusivity Policy

Purpose:

The purpose of this policy is to ensure that students have equitable access to educational opportunities that help them achieve their full potential while supporting and harnessing their individuality as well as the history and backgrounds of their families and the entire Barrington community.

Barrington Public Schools (BPS) believes that all students and staff deserve a respectful and inclusive environment. The Diversity, Equity, and Inclusivity (DEI) Policy supports the expectations and strategies outlined in the DEI Implementation Plan, designed to reinforce how race, ethnicity, language, disability, religion, age, sex, socio-economic status, sexual orientation, gender identity or expression, country of ancestral origin, interrupted education status, military status, or any other category protected by law affect and influence district-wide practices.

Definitions:

Educational Equity: To ensure just outcomes for each student, raising marginalized voices, and challenging the imbalance of power and privilege (Great Schools Partnership).

Equity: To provide students with the resources and individualized supports they need to thrive academically, socially, emotionally, and physically in alignment with their identity.

Access: To provide all students and staff with the ability to fully engage in the programs and services available through BPS without physical, socio-economic or perceived barriers.

Inclusivity: BPS believes that the individual's intersecting identities shapes who they are, their perspectives of the world, and the ways in which they experience the world. To embrace inclusivity, BPS will explicitly support the individual in remaining true to themselves, while encouraging a deep understanding, appreciation, and celebration of diverse communities, perspectives, experiences, cultures, and contexts.

Implementation:

The Superintendent, in collaboration with the DEI Advisory Committee, will develop annual Smart Goals connected to the District Strategic Plan and Scorecard to serve as the DEI Implementation plan. The strategies and goals shall include, but will not be limited to:

1. A review, led by the DEI Advisory Committee, to evaluate district-wide programs through an equity lens.

2. The development and enhancement of professional knowledge, skill sets and implementation strategies relative to cultural competence, cultural responsiveness, and implicit and explicit bias;
3. The establishment of systemic equity and inclusivity practices; and
4. The professional learning, support, and resources needed to develop and implement culturally responsive instruction and curriculum.

First Read: April 11, 2019

Second Read/Adopted: