**EDUCATIONAL EQUITY POLICY**

The [name] School District (“School District”) Board of Education commits to establishing and sustaining **educational equity** within our district.

Our goal is to create an inclusive, welcoming, and unifying culture to ensure that all students, staff, and community members feel a sense of value and belonging in our School District. In collaboration with community stakeholders, the School District is committed to fostering a common, constructive culture that promotes the dignity and respect of all stakeholders, excludes barriers that would limit stakeholders’ opportunities, potential or success, and implements programs that reinforce each person’s unique personalities, while recognizing our shared humanity.

Consistent with that commitment, the School District shall offer and afford every student and staff member equitable educational opportunities regardless of their identity, including skin color, ancestry, creed, sex, sexual orientation, gender expression, gender identity, religion, national origin, marital status, disability, socio-economic status, eligibility for special education services, viewpoint, or perspective. Our commitment to educational equity means that we will continue working to promote accessibility, opportunity, and high standards both inside and outside the classroom, so that all can reach their fullest potential.

The Board of Education and School District staff shall fulfill its commitment to educational equity with the creation and implementation of policies, procedures, and decisions related to School District facilities, selection of educational materials, equipment, staffing, curriculum, and regulations affecting students and staff.

Intolerance, bigotry, and racism of any sort have no place in our schools, our community, or our society. Consistent with our commitment to educational equity, the School District will foster inclusive and positive spaces for all students, families, educators, and community members, regardless of their identity. We will continue to support and evaluate best practices and social/emotional programs and resources to ensure that every student finds a supportive and inclusive learning environment in which all are treated with dignity and respect. We will encourage students to discover, develop, and embrace their own unique and complex individual identities while also emphasizing our common humanity so that all can work to flourish within a united and just society.

For the purposes of this policy, these terms carry the following meanings:

**“Diversity**” refers to the presence of different people with different individual and group “identities,” as defined below, within our School District. .

**“Inclusion”** refers to valuing and welcoming all individuals and groups of individuals with different “identities,”(as defined below, into the District’s community, honoring them as equal stakeholders, and treating them with respect and dignity. We foster inclusion by valuing and including our community’s diversity and building constructive experiences for all stakeholders, regardless of their identity.

**“Equity”** refers to the principle that all stakeholders must receive fair and impartial treatment, regardless of their identity. All individuals and groups of individuals must have equal opportunities to participate in and benefit from the District’s programs so that every stakeholder can benefit from the District’s educational equity.

“**Educational equity**” refers to the School District’s policy and goals of creating learning environments in which diversity, equity, inclusion, and accessibility, as defined herein, allow all stakeholders to fulfill their academic and human potential.

**“Accessibility”** refers to the ability of all students, families, and staff to have fair and equitable opportunities to obtain School District programming and benefits regardless of their identity, as defined below.

**“Identity”** refers both to a person’s individual identity , as well as to a person’s group identity based on that person’s characteristics including skin color, ancestry, creed, sex, sexual orientation, gender expression, gender identity, religion, national origin, marital status, ability, socio-economic status, eligibility for special education services, perspective, viewpoint, and experiences.

The Board of Education recognizes the need for criteria and indicators to address successful educational equity..

All of the School District’s activities and programs under this Educational Equity Policy will be in full compliance with federal, state, and local laws.

Adopted: