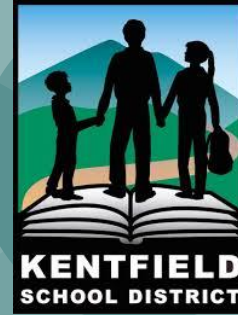


Equity & Inclusion Board Committee

October 2020



AGENDA

- **Welcome - Introductions**
- **Purpose**
- **Community Building**
- **Setting the Path**
- **Closure**



Purpose

KSD Strategic Plan

Our Core Beliefs

Our diversity is an asset and a promise.

Our culture of bold thinking inspires teachers and students.

Community connections are vital.

Equity & Inclusion Resolution

1. The Kentfield School District denounces discrimination, racism, anti-Semitic behaviors and sentiments against people of color. We will not tolerate racist treatment of any members of our community, and we will speak out against racism and systemic oppression in our society to help stop the spread of bigotry.
2. The Kentfield School District joins cities, counties, and states across the country in affirming its commitment to the safety and wellbeing of our community by combating hate crimes and biases in our government systems.
3. The Kentfield School District will launch a Board Equity and Inclusion Committee to develop a plan to increase equity and inclusion practices across the District.
4. The Kentfield School District will confront biases in our own school district and actively engage in work to close the opportunity gap for our students and families of marginalized groups.
5. The Kentfield School District shall make decisions with a deliberate awareness of systemic barriers to learning faced by students of color and/or diverse cultural, religious, linguistic, neurological, sexual orientation, or socio-economic backgrounds. This responsibility rests with us as an organization and educational institution.
6. The Kentfield School District will intentionally recruit and retain staff of diverse backgrounds in order to provide all students with the example of diverse mentorship.

Educational equity means that each child receives what they need to develop to their full academic and social potential.

Working towards equity in schools involves:

Ensuring equally high outcomes for all participants in our educational system;
removing the predictability of success or failures that currently correlates with any social or cultural factor;

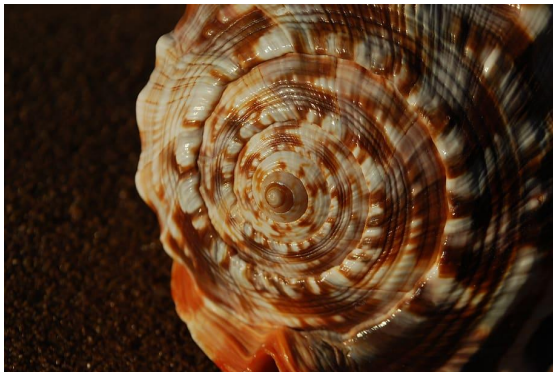
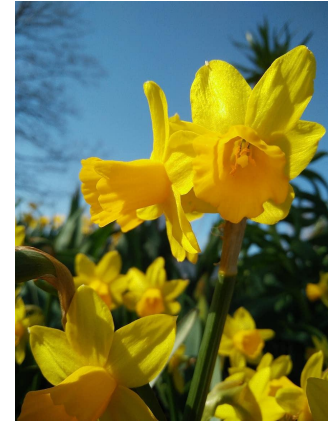
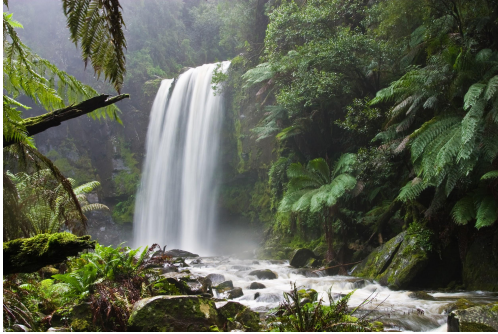
Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children;

and

Discovering and cultivating the **unique gifts, talents and interests** that every human possesses.

-National Equity Project

Which image best represents how you think of equity work?



Setting the Path....

<u>ACADEMIC CURRICULUM</u>	<u>POLICY</u>	<u>COMMUNITY PARENT/STUDENT VOICE</u>
Focus on the academic and curriculum implementation with an equity/inclusion lens.	Review of local policy with an equity lens - focus on recruitment and retention of a diverse workforce.	Examine community voice and engagement from an parent/student equity/inclusion lens.
What is currently in place? Where are there gaps? *What would you prioritize as the workstream for this sub-committee?		



Setting the Path - *Share Out - Next Steps*

- ACADEMIC - CURRICULUM
- POLICY
- COMMUNITY - PARENT/STUDENT VOICE



Closure

Future Agenda Items - Next Meeting Jan. 5