



Book	Board Policies
Section	Operational Expectations (OE)
Title	Anti-Racism, Anti-Discrimination, Equity, and Inclusion in Education
Code	OE- 14
Status	Active
Adopted	September 13, 2021
Last Revised	June 5, 2023
Last Reviewed	June 5, 2023
Prior Revised Dates	06/05/23

The Board believes that each student has the potential to achieve at high levels and to accomplish significant academic and personal goals. It is our responsibility to ensure academic success for all students by closing opportunity gaps and providing equitable and inclusive learning and working environments for all students and staff. We acknowledge that systemic and institutional inequities and bias exist, creating barriers for student achievement, opportunity, and well-being. We are committed to raising the opportunities and achievement of all learners regardless of race, ability, religion, language, culture, ethnicity, income, sex/gender, gender identity/ expression, sexual orientation, and other aspects of student identity. We must interrupt, identify, and remove systemic barriers causing predictability of success and failure that currently correlates with these factors.

**Directive to the Superintendent:**

The Superintendent shall establish, maintain, and evolve a culture of inclusion and high expectations that values and respects the diversity and lived experiences of its students, staff, and families. Specifically, the Superintendent shall identify and eliminate discriminatory, inequitable, and biased systems, policies, and practices to:

1. eliminate racist and discriminatory systems, structures, and practices within LWSD replacing them with anti-racist and anti-discriminatory systems, structures, standards, and practices,
2. ensure equitable opportunities for students,
3. ensure equitable treatment of students, and
4. address and close persistent gaps for historically marginalized groups and enable every student to excel and achieve at high levels as evidenced by qualitative and quantitative disaggregated data.

**The Superintendent will:**

14.1 Ensure students have an anti-racist, inclusive, equitable, welcoming, and safe school and classroom environment. (cross-reference: OE-10.2, R-3)

14.2 Ensure staff have an anti-racist, inclusive, equitable, welcoming, and safe work environment. (cross-reference: OE-4.10)

14.3 Provide students with equitable access and an inclusive environment to opportunities including extra-curricular activities (i.e., school clubs and athletics). (cross-reference: OE-11.7)

14.4 Provide students with equitable access to rigorous coursework. (cross-reference: OE-11.6)

14.5 Ensure that student access to educational programs is equitable in policy and practice.

14.6 Provide curriculum and instruction that is culturally responsive and inclusive to the student population.

14.7 Ensure a highly qualified and diverse workforce through strategic recruitment, hiring, and retention practices. (cross-reference: OE-4.3)

14.8 Ensure all staff receive ongoing professional development to learn and put into practice equity, diversity, inclusion, cultural-responsiveness, and anti-racism to increase awareness of personal bias and recognize systemic bias and inequities.

14.9 Incorporate diverse perspectives and culturally relevant strategies in district/school communications and community engagement, especially perspectives that have been marginalized, underrepresented, or have faced barriers. (cross-reference: OE-9.2)

14.10 Provide culturally responsive and restorative methods to address concerns, grievances, or violations of this policy, particularly related to racist or other discriminatory actions. (cross-reference: OE-3.2)

14.11 Develop and maintain a culturally responsive system to analyze and allocate fiscal and human resources to eliminate inequities and promote student success. (cross-reference: OE-5 and OE-6)

**Adopted:**

09/13/21

**Revised:**

06/05/23

**Cross References:**

Operational Expectations (OE) / Results(R)

- OE-3, Treatment of Community Stakeholders
- OE-4, Personnel Administration
- OE-5, Financial Planning
- OE-6, Financial Administration
- OE-9, Communication and Engagement
- OE-10, Learning Environment
- OE-11, Instructional Program
- R-3, Life Skills and Citizenship

*Monitoring Method: Internal report*

*Monitoring Frequency: Annually*

[OE-14 - Resolution Final - Sept. 13 2021.pdf \(190 KB\)](#)