

## ***From NSBA***

### **Charges for Committee on Diversity, Equity, and Inclusion:**

The \_\_\_\_\_ School Board recognizes the need to address and dismantle the institutional barriers and systemic racism that continue to impede equitable educational opportunities for each child in the district. The Diversity, Equity and Inclusion Advisory Committee is committed to transforming our current practices at a systemic level to eliminate disproportionality in education and in all aspects of administration. These efforts require a long-term commitment from our advisors that includes both making recommendations and staying engaged as our work progresses over time.

### **Goals of the Advisory Committee:**

- Represent diverse voices and perspectives across the education system and community on equity and race
- Address authentic concerns with the current system and recognize disproportionality in education and in all aspects of administration
- Collaborate with District leaders to [develop/finalize/implement] Educational and Racial Equity District Plan as well as making thoughtful and timely policy, procedures, and school support recommendations for change for the 2020-2021 school year
- Focus on learning about institutional, structural, and systemic racism and share findings with the Board
- Recommend action items, including legislative and other policy initiatives
- Commit to long term engagement and periodic review of progress, including both making recommendations and staying engaged as our work progresses over time

### **Deliverables of the Advisory Committee:**

- Elimination, or at least reduction, of student achievement gaps between students of different racial, ethnic, and socio-economic backgrounds
- Cultural competency throughout the school system, reflected in communications between students, staff and members of the community
- Elimination, or at least reduction, of disproportionate out of school disciplinary actions against students of color and students with disabilities.
- Positive improvements in sustaining safe and supportive school cultures, measured through surveys of students and staff on whether they feel valued and supported in the system.

### **To Ensure Accountability, the Advisory Committee will:**

- Make recommendations to the Superintendent for changes to District policies and procedures related to equity practices and systems
- Monitor progress and outcomes of recommendations implemented
- Serve as a two-way conduit of information to diverse families and community members.
- We also ask that its members also serve as family and community connectors to the public, communicating the committee's recommendations and progress