

The Board of Education rejects all forms of racism as destructive to the Stow-Munroe Falls City School District's mission, vision, values, and goals. The Board of Education is committed to the following principles:

- Establishing and sustaining a school community that shares the collective responsibility to confront, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.
- Embracing the racial diversity within our District while actively eliminating practices that perpetuate the racial disparities among our students so that all students have the opportunity to benefit equally as referenced in the District's Diversity, Equity and Inclusion Mission and Vision:

Diversity, Equity and Inclusion Mission Statement

The Diversity Equity Inclusion Committee's mission is to embrace diversity while providing a sustained commitment to equity and inclusion. We will demonstrate this by building meaningful relationships with everyone in our Bulldog Community.

Diversity, Equity and Inclusion Vision Statement

The Diversity Equity Inclusion Committee of the Board of Education will intentionally promote equitable opportunities for students and staff through its school/community partnership, thus increasing student achievement and enhancing social and emotional learning. We will promote a climate where equity, diversity and inclusion is fostered. We will model integrity and transparency, while creating a sustainable culture that values and understands that diversity, equity and inclusion are essential to creating a safe, supportive and empowering school environment for all students and staff. We will accomplish this by:

1. *Celebrating diversity and the differences that exist in our community.*
2. *Intentionally building relationships with students and families.*
3. *Creating pathways to growth and understanding through the use of curriculum, classroom instruction and professional development for all stakeholders in our District.*
4. *Generating an equitable environment at every grade level and holding staff and students accountable for bringing needed changes to our District.*

- Acknowledging that racism is often compounded by other forms of discrimination, including, but not limited to, discrimination of those protected classes referenced in the District's Non-discrimination and Access to Equal Educational Opportunity Policy (2260).

Purpose

The purpose of this policy is to create processes that identify any form of racism, work to counter its effects and work to eliminate and/or revise practices and policies in the District which promote/condone racial inequalities. The following is a statement from the Board of Education: "The mission of the Stow-Munroe Falls City School District is to 'Provide Inspiration to Make a Difference in the World.' This cannot be accomplished if our students or staff feel unwelcome, uninvited, or unimportant.

Therefore, educators in the district, in alignment with the Diversity, Equity and Inclusion Vision Statement, must play an active and ongoing role in reducing racism and inequity by recognizing the manifestations of racism and fostering culturally inclusive learning and working environments.

The Board will commit to review potential differences between racial groups in student academic performance, participation in cocurricular and extracurricular programs, family engagement and partnership support. These include, but are not limited to, potential disparities in discipline rates, economic advantages or disadvantages, identifying students as disabled and access to Advanced

Placement, College Credit plus, Career and Technical programs, gifted, enrichment and counseling services, athletics, arts, and electives.

We will be a district actively working to end inequities among racial groups.

This policy ensures the understanding that racially-motivated misconduct is unacceptable and prohibited.

The Board holds itself and all District and school site decision makers, faculty, support staff and participants accountable for promoting and fostering a District-wide culture of respect for diversity, equity, and inclusion, which is free of racism.

To achieve the goals of this policy, the Board is committed to annual self-evaluation, on-going training, and professional development.

Anti-Racism Policy Directives

The Board directs the Superintendent to lead the District in the following actions:

Communication

Each of the District's schools and buildings shall post the DEI Mission and Vision statements and its building administrator(s) will review them annually with staff.

An ongoing school-based *Diversity Equity Inclusion* Committee will be established for K-4, Intermediate, Middle School and High School and will review the anti-racism efforts and accountability in the building. The committees will include students, staff, administration, families and community members. This committee's work must also align with the District's DEI Executive Board's stated efforts as approved by the Superintendent and Board of Education.

This policy shall be included in student handbooks provided to students and families.

The Superintendent will identify efforts taken in each area outlined in this policy and identify areas that can be improved. For areas identified as capable of being improved, the Superintendent will develop a plan with measurable goals so that progress can be assessed and reported to the public. The Stow Munroe-Falls City School's DEI Executive Board will submit to the Board of Education an annual report regarding the District's efforts in anti-racism.

The Board of Education may use a survey system to survey staff and students related to racial inclusion as a tool to evaluate the success of this policy.

Leadership and Administration

The Board of Education shall direct the Superintendent to address systemic racism as follows:

Review potential differences between racial groups in academics, cocurricular and extracurricular programs, family engagement and partnership support.

The DEI Curriculum & Instruction Subcommittee will make recommendations to the District's Curriculum Supervisor(s) to review current curricula.

Direct the school instructional and counseling leaders to use data to review processes to ensure equal access and equitable support for students interested in and/or qualified for advanced coursework.

Identify the needed financial and human resources to achieve the goals of the Board of Education's Anti-Racism policy.

Direct the District's Special Services Department, School Counselors and Building Administrators and DEI Building Teams to assess and adjust practices that pertain to positive school site culture and individual behavior in order to address potential racial disparities in student discipline, staff professionalism, and student special needs identification.

Curriculum and Instruction

Curriculum and instructional materials for all grades shall be relevant and represent the racial diversity of the student population and include a range of perspectives and experiences, particularly those of historically underrepresented groups of color, in a way that is age appropriate.

All curriculum materials shall be examined for racial bias by the District's Curriculum Supervisor(s). The DEI Curriculum & Instruction Subcommittee, staff, students and parents should be given the opportunity to provide input, if desired, prior to the examination.

Student in-class and extra-curricular programs and activities shall be designed to ensure equitable opportunities and representation.

Training and Professional Development

All Board of Education staff shall review, yearly, this anti-racism policy and participate in on-going mandatory trainings when provided. All Board of Education members are strongly encouraged to participate in such trainings, as well, when provided.

Hiring Practices

The Board of Education shall annually review its hiring practices and systems to ensure it's intentional in seeking, hiring, and retaining a diverse pool of applicants.

Policy Enforcement

To ensure consistency in student discipline, each school shall collect and report data on all disciplinary actions. Schools shall review data, regularly, with the goal of reducing racial discipline disparities and reducing severity of corrective action by race.

The Board of Education shall ensure there are various, including anonymous, means for students and staff to report racism and other forms of discrimination. Complaints of racial misconduct should be reported and resolved in accordance with the Board of Education's Anti-Harassment of Students and Staff Policy (5517.01) and/or reported using the SMFCSD DEI Form located on the Diversity, Equity, Inclusion homepage located on the District's website.

* The foundation of our policy was derived from that of the Cincinnati Public School District.