

EL-16 ?

EQUITY

With respect to treatment of people, including parents, citizens and students, the Superintendent shall not permit an organizational culture that treats people with inequity based on race, color, national origin/language, creed/religion, sex, sexual orientation-including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability, age, marital status, honorably discharged veteran or military status and HIV/Hepatitis C status.

Accordingly, the Superintendent may not:

1. Fail to promote an environment and cultural that values and respects the diversity of its students and staff;
2. Fail to promote an environment and cultural that is committed to each and every student reaching his or her full potential through educational equity. Additionally, the Superintendent shall not fail to:
 - a. Actively encourage, support and expect high academic achievement for students from all racial groups;
 - b. Provide equitable access throughout our educational system;
 - c. Provide equitable academic support necessary to be successful;
3. Fail to provide curriculum free of bias and ensuring rich diverse viewpoints (ex: culturally relevant, gender relevant, disability relevant);
4. Fail to provide and maintain ongoing cultural competence training to all staff as it applies to their work;
5. Fail to provide a workplace environment that will attract and retain a diverse workforce;
6. Fail to acknowledge systemic and institutional inequities especially for race, gender, and disability;
7. Fail to collect, disaggregate, analyze, and utilize data to identify and take action to eliminate inequities.