

South Coast Education Service District

Code: **JBB**
Adopted: 6/11/19

Commitment to Equity

SCESD is dedicated to addressing the equity needs for all people, especially those in underserved demographic groups and protected classes. Providing equity to our stakeholders means that all people regardless of race, class, creed, color, religion, ancestry, national origin, age, economic status, gender, sexual orientation, including but not limited to gender expression or identity, pregnancy status, marital status, physical appearance, or the presence of any sensory, mental or physical disability or geographical barriers will have access to equitable opportunities offered by the organization.

Equity goes beyond the idea of equality where all people are treated the same. Equity fosters a barrier-free environment in which all people benefit from the opportunities provided. The board believes that this may require differentiating resource allocations, within budgetary limitations, to meet the needs of people who need additional supports and services to access the organization and to achieve personal success.

SCESD is committed to eliminating systematic barriers and creating an ideal environment. In order to do so, we are dedicated to ensuring that our decisions, systems and actions will address the following key questions before implementation:

Purpose

- Does the opportunity allow for similar outcomes for all groups?
- Does the action have the supports needed to be successful in all environments?

People

- Have you included people from all walks of life?
- How do you address the barriers that each person might face?

Process

- Are there any access barriers?
- Have you created a way to determine if all systematic barriers were identified, addressed or removed?

Education Equity

SCESD is committed to the success of every student in our programs and within the component school districts that we serve. For that success to occur, SCESD will seek to recognize institutional barriers and create access and opportunities that benefit each student. Achieving educational equity means that who a student is will not predict or predetermine success in school.

Using the equity plan as our guide the ESD will:

1. Provide every student with equitable access to high quality curriculum, support, facilities and other educational resources, even when this means differentiating resource allocation.

2. Review existing policies, programs, professional development and procedures for the promotion of educational equity, and all applicable new policies, programs and procedures will be developed using the designated educational equity analysis tool.
3. Actively work toward a balanced teacher and administrator workforce to reflect the diversity of the student body. The ESD seeks to recruit, employ, support and retain a workforce that includes racial, gender and linguistic diversity, as well as culturally responsive administrative, instructional and support personnel.
4. Work collaboratively with staff and stakeholders to provide professional development to strengthen employees' knowledge and skills for eliminating opportunity gaps and other disparities in achievement.
5. Work collaboratively with staff and stakeholders to create welcoming, inclusive cultural environments that reflect and support the diversity of the student population, their families and their community.
6. Include partners who have demonstrated culturally specific expertise, including but not limited to, families, government agencies, institutions of higher learning, early childhood education organizations, community-based organizations, local businesses and the community in general, in meeting our high goals for educational outcomes. The ESD will seek to involve students, staff, families and community members that reflect ESD demographics to inform decisions regarding the narrowing of the achievement and other opportunity gaps.
7. Provide multiple pathways to success in order to meet the needs of the diverse population and will actively encourage, support and expect high academic achievement for each student to meet their academic goals.
8. Provide materials and assessments that reflect the diversity of students and staff and are geared toward the understanding and appreciation of culture, class, language, ethnicity, poverty, ability and other differences that contribute to the uniqueness of each student and staff member.

END OF POLICY
