

Book	Policies
Section	A - School District Organization
Title	Equity, Diversity, and Inclusion
Code	ACB
Status	Active
Adopted	May 25, 2021

The Board expects the highest standards of equity, opportunity, and fair treatment for all students and employees. The District will foster an inclusive, welcoming environment that respects the differences of all students and employees. Racism and discrimination have no place in Greenville County Schools.

Greenville County Schools is committed to inspire, support, and prepare students for their next steps in life, work, and education. In order to do so we:

- Embrace diversity and inclusion, leading to mutual respect and the breaking down of barriers;
- Ensure equitable and high-quality educational opportunities that evolve and change to reflect the world around us; and
- Maintain a safe and inviting environment where students are engaged in learning.

To achieve our purpose and in alignment with these stated beliefs, the Board is committed to developing each student to their greatest potential and to advancing equity, which for purposes of this policy, means that every student is provided the opportunities and supports to maximize educational attainment and social-emotional well-being.

The provision of an equitable education system reflected in the educational opportunities offered to all students regardless of race, ethnicity, sex, sexual orientation, socioeconomic status, English learner status, disability, and/or other characteristics, is critical to the success of every student. The Board prioritizes educational equity through the allocation of resources based upon individual student needs. As such, the District will identify and address barriers to achievement for students, work to eliminate opportunity gaps, utilize culturally responsive teaching techniques and approaches, and leverage community partnerships.

The District's Administration will use quantitative and qualitative district-wide and school-level data to systematically assess which students and/or student groups are experiencing the lowest achievement and the most disciplinary consequences; determine the needs of those students; and target resources and efforts to address identified needs, close achievement gaps, and improve overall outcomes while ensuring a safe atmosphere conducive to teaching and learning.

The District will also promote a diverse workforce by maintaining an employment process that is free of discrimination and bias by 1) identifying and addressing barriers to the recruitment, hiring, retention, development, and promotion of District employees from diverse backgrounds and 2) actively recruiting and promoting candidates who are committed to equity. The District will be intentional and strive to create a welcoming, inclusive, and bias-free culture and environment that values, reflects, and is responsive to the diversity of students, families, employees, and the community.

The Superintendent shall provide additional detail and actions to promote equity and opportunity in furtherance of this policy through administrative rule. The administrative rule(s) will include an evaluation rubric and accountability standards for measuring success, training plans, and an ongoing plan for continuous improvement. The Administration will provide reports to the Board of Trustees regarding various aspects of diversity, equity, and inclusion in line with the accountability standards and plans as developed in administrative rule on an annual basis.