



# Racial Equity Policy - **Working Draft**

## **General Statement of Policy**

Hopkins Public Schools serves the community by welcoming all learners, honoring culture, and inspiring remarkable growth and achievement. To achieve this, Hopkins Public Schools will identify and correct systemic practices and policies that perpetuate both the access and opportunity gaps driven by institutionalized and structural racism.

In the United States, there has been a long history of legal and de facto discrimination that has led to institutional, structural, and individual racism and bias inconsistent with Hopkins Schools mission, vision, and core values. These disparities are unacceptable and contradict our policies - specifically [Policy 102: Equal Educational Opportunity](#) - and practices.

We acknowledge racial disparities exist because of lack of access to educational opportunities that have profound intergenerational impacts and perpetuate economic, social, and educational inequities in communities of color. As a District, we engage in vigilant equity in order to eradicate predictable outcomes based on race.

Our vigilant equity work identifies that racial inequities have been created and perpetuated over time and can be eliminated. Similarly, personal prejudice is learned and can be unlearned. Creating, ignoring, or perpetuating these and other such inequities that impact students and staff is racial misconduct. By way of this policy and implementation, the Hopkins School Board and the District are committed to understanding and interrupting explicit and implicit systemic racism and patterns of bias at all levels of the organization that result in racially predictable outcomes. Through the adoption of this board policy, racial misconduct in Hopkins School District is unacceptable and prohibited, and we commit as leaders to engage, with fidelity, in anti-racist and restorative practices. Form for reporting racial misconduct <embed link>

## **District Beliefs and Commitments**

We believe when Hopkins Schools provides equitable allocation of resources, and when high-quality learning opportunities are afforded to each and every student regardless of race, and when family and community members serve as partners in education and agents for their children, then Hopkins Public Schools will fulfill its mission of welcoming and preparing all learners for a brilliant future.

In Hopkins Schools we value our rich and diverse community as it shows up. We recognize that part of our collective story is a result and a product of past and present



discrimination, oppression and institutionalized racism. In this District, we have a responsibility to our students.

We believe it is the right of all students to receive a high-quality, equitable education and have a safe social experience in school.

We believe effective schools and classrooms welcome all students, are staffed with caring teachers, offer joy and engagement in learning, and empower students to use their voice to effect and lead their educational experience.

We believe a vigilantly equitable workforce is built by eliminating barriers to growth and opportunity and allows each employee to contribute to their full measure. In doing so, the District is committed to cultivating talent, building capacity to deliver innovative, effective, and anti-racist instruction and services to our students and families. The District is also committed to cultivating a district culture that allows us to recruit and retain staff that reflect the demographics of the families we serve.

We believe every student, family, and staff member deserves a respectful, welcoming, and inclusive learning environment where their lived experiences are recognized, valued, and contribute to their success.

Hopkins Schools is committed to creating and sustaining learning and working environments enriched and improved by the contributions, perspectives, and presence of our student body, families, staff, and community.

With the implementation of this policy, all members of the Hopkins School District are committed to and shall:

- Change structural systems based in race to eliminate barriers and improve access for students,
- Decrease the over identification of students of color in special education,
- Decrease the disproportionality in school discipline, specifically out-of-school suspensions and expulsions,
- Center student of color voice as a critical part of school and district decision-making and culture-building,
- Access essential resources provided to support vigilant equity to bolster engagement and student learning,
- Engage in district-provided anti-racist professional learning, including implicit bias, to eliminate systemic, measurable inequities in our education system.



The School Board acknowledges that historical and ongoing institutional racism and institutional biases have resulted in significant, measurable, system-wide inequities in access and opportunity for Hopkins School District students. Every Hopkins School District employee is responsible for the success and wellbeing of each and every student.

Therefore, we commit to an educational model founded on the ideas that:

Each student has intrinsic value, regardless of race,

Barriers for students of color must be eliminated,

Narrowing access and opportunity gaps benefits all students,

We must actively work to oppose racism, both in everyday life and in our institutions.

### **Accountability**

To ensure educational equity and achieve our mission of successfully preparing all students for their future, the Board holds itself and all central office and school-based decision-makers, teachers, support staff, and employees accountable for building a District-wide culture of respect for vigilant equity, which is free of racism.

To achieve educational equity for our students, the district shall:

- Provide district-approved annual and ongoing antiracist multicultural professional development to strengthen employee knowledge and skills to eliminate disparities in access and opportunity, course and program placement, and interventions;
- Create and maintain and staff guide to foster a culture of vigilant equity, holding all adults accountable to that core value
- Create an environment where all students, families, staff, and community members know they are safe, respected, and valued
- Develop and maintain anti-racist curriculum and courses for students and staff that are both flexible and incorporate the contributions of people of culture
- Provide every student universal access to a high-quality curriculum by targeting the needs of each individual student to ensure learning outcomes are within reach of all learners



- Welcome and empower all families regardless of race as essential partners in their student's education, school planning, and District decision-making
- Create welcoming school and facility environments that reflect and support the demographics of the student population and community and include partners who have demonstrated antiracist specific expertise -- including government agencies, nonprofit organizations, businesses, and the community in general -- in meeting our educational outcomes
- Identify, implement and allocate equitable resources for supports needed to address racial disparities to provide all students a successful education experience
- Facilitate and support restorative practices as well as the space and education needed to engage in productive conversations about race
- Commit to whole student development by including racially sensitive social-emotional development for all students equitably
- Encourage, support, and expect high achievement, leading to multiple opportunities and options for College and Career readiness
- Track and report disaggregated data sets in determining student representation and success with regular reports from administration to the school board
- Empower community members to find solutions to systemic problems
- Continue to dismantle systemic racism in our education system through policy and practice
- Identify Hopkins Public Schools policies, programs, professional development and practice that perpetuate systemic inequities along racial lines and reform them through an equity lens through an annual external equity audit
- Be held accountable to our families and communities to realize our collective goals of accessible educational opportunities for all students and to eradicate predictable academic outcomes based on race through annual equity reports based on these accountability metrics

