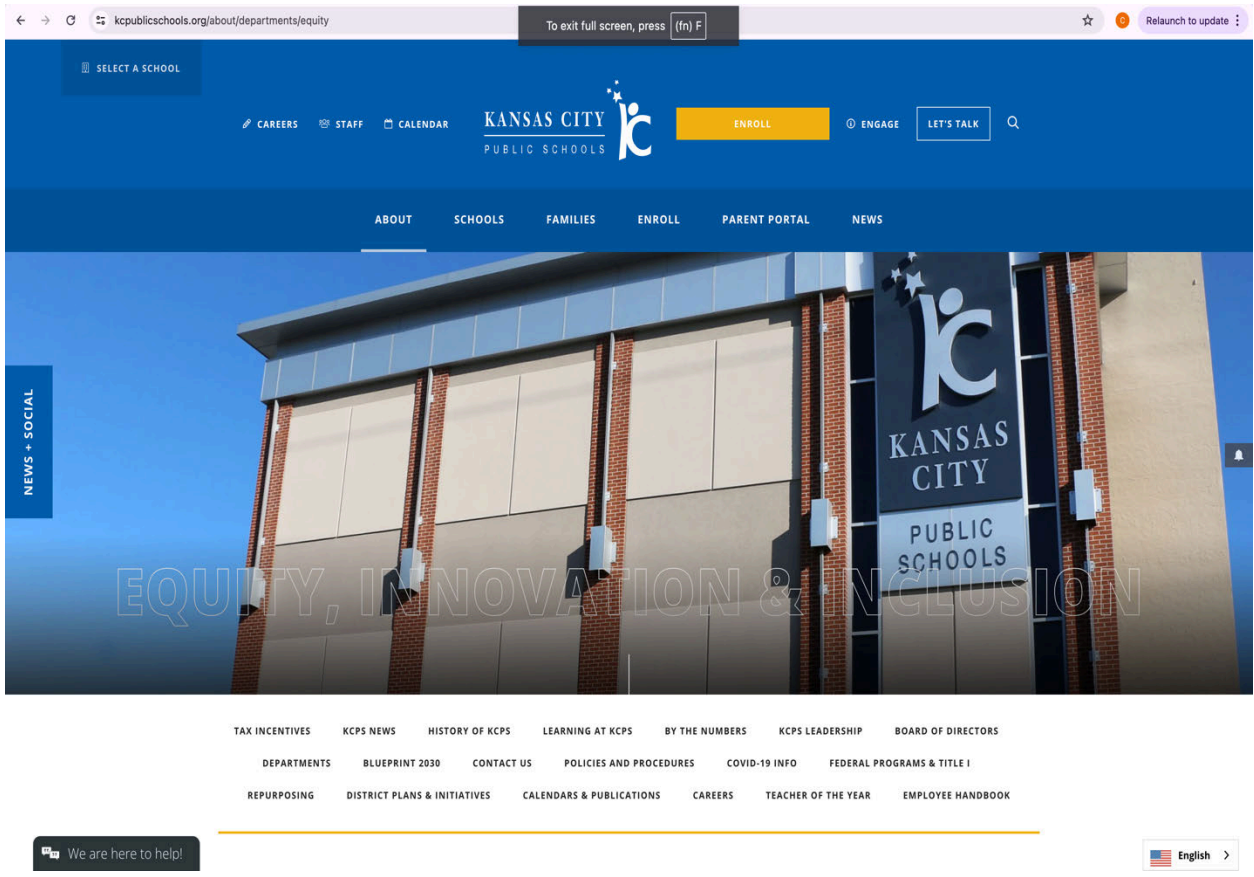




Exhibit C



The screenshot shows a web browser at the URL kcpublicschools.org/about/departments/equity. The page features a blue header with navigation links: "SELECT A SCHOOL", "CAREERS", "STAFF", "CALENDAR", "KANSAS CITY PUBLIC SCHOOLS" logo, "ENROLL", "ENGAGE", and "LET'S TALK". A secondary navigation bar includes "ABOUT", "SCHOOLS", "FAMILIES", "ENROLL", "PARENT PORTAL", and "NEWS". The main content area displays a photograph of a school building with a sign that reads "KANSAS CITY PUBLIC SCHOOLS". Overlaid on the image is the text "EQUITY, INNOVATION & INCLUSION". A vertical sidebar on the left is labeled "NEWS + SOCIAL". A horizontal menu below the image lists various links: TAX INCENTIVES, KCPS NEWS, HISTORY OF KCPS, LEARNING AT KCPS, BY THE NUMBERS, KCPS LEADERSHIP, BOARD OF DIRECTORS, DEPARTMENTS, BLUEPRINT 2030, CONTACT US, POLICIES AND PROCEDURES, COVID-19 INFO, FEDERAL PROGRAMS & TITLE I, REPURPOSING, DISTRICT PLANS & INITIATIVES, CALENDARS & PUBLICATIONS, CAREERS, TEACHER OF THE YEAR, and EMPLOYEE HANDBOOK. At the bottom left, there is a chat bubble that says "We are here to help!". At the bottom right, there is a language selector for "English".

Ex. C at 1

Equity is at the core of everything we do. By equity, we mean "educational policies, practices, interactions, and resources that are **representative** of, constructed by, and responsive to all students such that each individual has **access** to, can **meaningfully participate**, and make progress in high-quality learning experiences that empowers them towards self-determination and reduces disparities in **outcomes** regardless of individual characteristics and cultural identities." --(Great Lakes Equity Center)

At Kansas City Public Schools, we are preparing our students for success in college, careers, and life. Success for all is our motto! The Equity, Inclusion and Innovation Department is dedicated to increasing college credit awareness, exposure, equity and access for all students. We are doing our part to identify and address any systemic inequities that may perpetuate disparities in educational outcomes and student success.

The most important part of this work is to ensure that each student in our district receives the academic and social support to access and success in postsecondary opportunities. Below are some specific strategies we are implementing to achieve this goal:

- Identifying inherent biases in our employment and promotion processes and protocols
- Measuring constantly to ensure we are achieving desired outcomes
- Providing implicit bias and other equity-focused trainings for staff
- Partnering with higher education and vocational pipelines to increase college and career pathways
- Engaging families and community organizations
- Hosting events that celebrate the unique contributions of diverse cultures
- Asking ourselves the hard questions, continuously measuring our progress
- Surveying and listening to input from students, staff, and community perspectives
- Accelerating efforts to connect each student with mentors, resources, and opportunities
- Inviting community members like you to join us as we do this work!

While these advancements are promising, they are only a part of the story. We all have a long way to go. At KCPS we hold ourselves to higher standards, choosing to aim for college access rates beyond national averages. Equity is at the center of our mission and vision of success for all. We will flourish when all of

- ACCOUNTABILITY
- BUSINESS SERVICES
- CHILD NUTRITION
- CURRICULUM, INSTRUCTION AND PROFESSIONAL DEVELOPMENT
- EQUITY, INNOVATION & INCLUSION**
- POST SECONDARY
- COLLEGE ACCESS CORNER
- MENTORING
- FACILITY USE
- FINANCE & BENEFITS SERVICES
- HUMAN RESOURCES
- LANGUAGE SERVICES & CULTURAL EQUITY
- COMMUNICATIONS & COMMUNITY ENGAGEMENT
- OFFICE OF LEGAL SERVICES
- PURCHASING
- RESTORATIVE JUSTICE
- SPECIAL EDUCATION

NEWS + SOCIAL



We are here to help!

English

averages. Equity is at the center of our mission and vision of success for all. We will flourish when all of our students, staff and stakeholders authentically operate with equity at the core of our vision for success for all.

- [SPECIAL EDUCATION](#)
- [SAFETY & SECURITY](#)
- [TRANSPORTATION](#)

CONTACT

Phone: (816) 418-7676

NEWS + SOCIAL

PROGRAMS, INITIATIVES & EVENTS

- [IMPLICIT BIAS TRAINING](#) →
- [LUNCH & LEARNS](#) →
- [DISTRICT CONTESTS](#) →

EQUITY DATA

- [ENROLLMENT DEMOGRAPHICS](#) [AP ENROLLMENT DEMOGRAPHICS](#)
- [AP QUALIFYING SCORE DEMOGRAPHICS](#) [DUAL CREDIT ENROLLMENT DEMOGRAPHICS](#)

Grand Total

We are here to help!

ETHNICITY	SY21	SY22	SY23	%

English >

EQUITY DATA

- ENROLLMENT DEMOGRAPHICS**
- AP ENROLLMENT DEMOGRAPHICS
- AP QUALIFYING SCORE DEMOGRAPHICS
- DUAL CREDIT ENROLLMENT DEMOGRAPHICS

Grand Total

ETHNICITY	SY21	SY22	SY23	% CHANGE FROM SY21
Black	54.7%	53.0%	52.1%	-4.7%
Hispanic	27.1%	29.8%	30.2%	11.4%
White	10.3%	9.3%	9.7%	-6.0%
Asian	4.9%	5.4%	5.2%	4.6%
Pacific Islander	1.5%	1.1%	1.1%	-24.5%
American Indian	0.2%	0.3%	0.3%	80.8%
Multi-race	1.2%	1.1%	1.4%	9.6%
TOTAL:	4162	4658	4893	17.6%

NEWS + SOCIAL

Male

ETHNICITY	SY21	SY22	SY23

We are here to help!

English


Male

ETHNICITY	SY21	SY22	SY23
Black	54.3%	52.5%	51.3%
Hispanic	26.4%	29.7%	30.4%
White	3.9%	4.3%	4.6%
Asian	5.0%	5.9%	5.3%
Pacific Islander	1.3%	1.0%	1.2%
American Indian	0.2%	0.3%	0.3%
Multi-race	1.6%	0.9%	1.3%

Female

ETHNICITY	SY21	SY22	SY23
Black	55.2%	53.4%	53.0%
Hispanic	27.8%	29.9%	29.9%
White	9.5%	9.0%	9.2%
Asian	4.9%	4.9%	4.9%
Pacific Islander	1.6%	1.2%	1.1%
American Indian	0.2%	0.3%	0.4%
Multi-race	0.9%	1.3%	1.5%

NEWS + SOCIAL

 We are here to help!

 English >

Ex. C at 5

Pacific Islander	1.0%	1.2%	1.1%
American Indian	0.2%	0.3%	0.4%
Multi-race	0.9%	1.3%	1.5%

NEWS + SOCIAL



WE ARE KCPS.

[INQUIRE](#)
[VISIT](#)
[GIVE](#)



KANSAS CITY
PUBLIC SCHOOLS

816-418-7000

KANSAS CITY PUBLIC SCHOOLS

2901 TROOST AVE

KANSAS CITY, MO 64109

We are here to help!

English >

Ex. C at 6