



RACIAL EQUITY MINDSET, COMMITMENT AND ACTION

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June 2020

Desired Outcome

Commissioners will review, discuss and adopt proposed Board Policy 1619 (Racial Equity Mindset, Commitment and Action).



1 Where we have been

2 Where we are now

3 Board Policy 1619

4 Where we are going



- ❑ **Teaching Black History in IPS: Board Policy in 1979**
- ❑ **Office of Multicultural Education**
- ❑ **IPS Racial Equity Office and Initiative**



Vision

An IPS community where student outcomes cannot be predicted by race or ethnicity.

Mission

To lead a collaboration of community members who will partner with IPS to improve outcomes for all students by eliminating racial disproportionality and disparity.

Launched in 2015

- 29 equity schools/programs
- In partnership with the Racial Equity Institute, LLC (REI)

Equity School Workshops

- Led by REI
- Two-day intensive focused on an analysis of racism and a common understanding of the problem

By the Numbers

- More than 3,000 people have been through the workshops — a majority of them IPS staff

Strategic Priority:

- ❑ Racial Equity Mindset: Strengthen and expand racial equity work to eliminate opportunity gaps and build capacity for team members to persistently interrupt and address institutional bias.

2019–20 Initiative:

- ❑ Create and implement a districtwide framework for racial equity and inclusion that includes desired outcomes and measures, aligns with other district frameworks and practices (e.g., SEL), and establishes district and school commitments to addressing current inequities and opportunity gaps.

2019–20 Milestones (list isn't exhaustive):

- ❑ Plan and execute new teacher training for all new teachers.
- ❑ Hold monthly racial equity conversations during Executive Leadership Team.
- ❑ Plan and execute a youth equity leadership.
- ❑ Plan and execute a racial equity summit.
- ❑ Design and execute community conversations with Board members that highlight why racial equity work in IPS is a priority (townhalls).
- ❑ Publish (or adopt/pass) a districtwide vision/Board policy for racial equity.
- ❑ Determine strategy for comprehensive racial equity training opportunities (Equity plan in ALL IPS schools).
- ❑ Integrate and progress monitor toward the racial equity policy and expand professional learning for all staff across IPS to support its fulfillment.

- ❑ **Monthly racial equity conversations with principals — aligned to School Leadership Rubric**
 - ❑ *Case Studies on Diversity and Social Justice Education*
- ❑ **Targeted training for discipline staff (deans, culture/climate specialists)**
- ❑ **Performance Management Alignment**
 - ❑ **Restructured Central Service and School Leadership Evaluations**
 - *Lead from an equity imperative and embrace the diversity of the IPS community*
 - ❑ **Restructured School Goals**
 - Equity Metrics: ELA Growth, Math Growth, SPED Disproportionality, Suspensions

Board Policy 1619: Racial Equity Mindset, Commitment and Action

8

Purpose + Summary

- **Purpose:**
 - Declaration of where we stand
 - Acknowledgment of our past
 - Commitment to the future
- **Policy is Divided into Six Sections:**
 - Racial Equity
 - Definitions
 - General Policy Statement
 - Responsibilities
 - Commitments & Actions
 - Administrative Guidelines

- ❑ **Board Engagement (July 2019 + January 2020)**
- ❑ **Racial Equity Strategy Working Group**
- ❑ **Stakeholder Groups Engaged**
 - ❑ Principals
 - ❑ Students
 - ❑ Teachers
 - ❑ Innovation Network School Leaders & Board Members
 - ❑ Superintendent's Parent & Community Advisory Council

Strategic Plan 2025

- ❑ Priority: Racial Equity:
 - ❑ Strengthen and expand our racial equity work to eliminate opportunity gaps, align policies and talent decisions to IPS' equity agenda, and build capacity for team members to persistently interrupt and address institutional bias.
- ❑ **Milestones/Actions for 20-21**
 - ❑ Launch affinity groups (example: Confronting White Privilege)
 - ❑ Recognize Juneteenth as a district holiday
 - ❑ Establish a task force to review names of all schools, facilities and venues to ensure that the individuals so honored reflect respect for the dignity and quality of the students we serve
 - ❑ Establish a partnership with Promise 54: 1) DEI Audit, 2) Review of internal processes
 - ❑ Publish and integrate into all progress monitoring systems a racial equity scorecard that is aligned to the adopted policy
 - ❑ Expand REI trainings to ensure all school and central office staff members attend REI training by end of the SY 21-22

Strategic Plan 2025

- Milestones for 20-21 Continued:
 - ▣ Determine system structures that need to be in place to support schools with racial equity initiatives in their building, both for staff and students (School Equity Teams, expectations, accountability)
 - ▣ Design and launch programming to support school improvement, with a particular focus on prioritizing people, time, and money to support the improvement of IPS' highest need schools.

*my*IPS

