



**WE NEED
TO HEAR
AND
INCLUDE
YOUR
VOICES!**

Last fall, the Glendale - River Hills School District Board created an Equity Committee to make recommendations to the board and administration regarding educational equity practices in our schools. The committee has begun its work by drafting foundational documents (included in this pdf):

1. **Equity Non-Negotiables**, which state the fundamental vision and values that will drive our district's equity work;
2. **Equity Lens**, which provides a roadmap to guide the district in evaluating decisions, actions, and resource allocations, to ensure they are consistent with our equity vision and values.

We would like to hear your thoughts, opinions, and questions about these documents, before we finalize them. We are working on setting up in person and zoom feedback sessions, more information on those will be coming soon. In the meantime, if you have time to review these documents and would like to offer your feedback, please use this online form (**CLICK HERE**).

In community,
Carla & Danielle
Equity Committee Co-Chairs

"Our kids are telling me that they see now, now more than ever, that, here in America, anything is possible."

-Supreme Court Justice Ketanji Brown Jackson

#PurposePridePassion



District Equity Non-Negotiables

Draft

WE ARE RESPONSIBLE TO EACH OTHER.

- We will address inequities and social injustice when we see them.
- We will take action to eliminate inequities and social injustice in our schools.
- We will explore our own identities and biases.

WE EMBRACE EACH OTHER.

- Our community is uniquely diverse.
- Each person's identity and worldview is unique and valuable.

WE TEACH EACH OTHER.

- We create authentic educational teams that include teachers/staff, families, and students.
- We support all learners with a culturally responsive curriculum that honors the identities of our diverse student body.
- We build culturally responsive classrooms and learning environments that honor the identities of our diverse student body.

WE VALUE EACH OTHER.

- Student voices matter.
- Teacher and staff voices matter.
- Family voices matter.

WE GROW TOGETHER.

- Failure is part of success. Mistakes mean we're trying, we're learning, and we're making progress.

District Equity Lens

Draft

Objective: Our commitment to equity supports fostering a welcoming, inclusive, and barrier-free environment with urgency, accountability, and compassion. Educational equity is achieved by acknowledging that systemic institutional policies and practices can act as barriers to success. Examining, interrupting, and removing barriers will create conditions that lead to access and opportunity for every student. This equity lens is designed to ensure equitable decisions are made that provide for each student's unique needs.

When making decisions and taking action, we utilize the following questions:

1. Who are the groups affected by this policy, program, practice or decision? What are the potential impacts on these groups?
2. Does this policy, program, practice or decision have unintended consequences, such as ignoring or worsening existing disparities?
3. How have we intentionally involved stakeholders who are also members of the communities impacted by this policy, program, practice, or decision?
4. What information/data are we basing our decision or action upon?
5. How will the impact or outcome be measured?
6. Is the decision/outcome sustainable?