

**Yakima School District Educational and Racial Equity –  
Advancing Racial and Educational Justice in YSD**

The Yakima School District promise is to ensure a safe, equitable, inclusive and quality learning environment so that every student thrives and succeeds. Our vision is for a school system that focuses on every student, every day: strengthening community through education. Delivery on these objectives requires us to name, confront and disrupt the inequitable systems and practices that contribute to predictable disparate outcomes on the basis of group memberships including race, class, language, culture, ability, gender, sexuality, and citizenship. This policy articulates our commitment to collective action to transform systems that have historically privileged a few, towards educational justice for all in partnership with students, families, communities, and staff.

Because race continues to be a persistent predictor of student academic, post-secondary, and life outcomes, the Yakima School District is committed to leading as an antiracist institution. New and existing policies, programs, professional development, and procedures are to be regularly reviewed, analyzed, and assessed through a racial equity lens. The generation, allocation, and management of district resources should also be exercised with a focus on expanding access and opportunities for those historically marginalized by school systems.

This commitment is expressed through the following pillars, presented in alphabetical order with no suggestion of a hierarchy.

**Climate and Culture**

The District honors the diverse communities and populations – both past and present – that have inhabited this land. To ensure safe, equitable, accessible, and inclusive environments for students, families, and staff, we will:

- Model a welcoming culture and environment in every school and classroom across the District.
- Actively foster and sustain positive relationships and connections with students, families and staff.
- Provide multiple and varied opportunities and resources to nurture, celebrate, and support cultural diversity.
- Nurture a culture of advocacy by centering student voice, experiences, and perspectives.

**Leadership and Partnerships**

The District recognizes the value of creating and sustaining essential partnerships with students, families, communities, and staff and that leadership for equity and excellence requires working together to disrupt structural inequities and historically unjust systems of power. To do this we will:

- Promote shared leadership and transparency through equitable collaboration and power sharing with the staff, students, families, and community members directly impacted by the decisions being made.
- Invite and help surface critical perspectives from historically marginalized communities and engage them in our improvement efforts.
- Build relationships with families and community to support improved communication and dialogue.
- Partner with individuals, groups, and organizations who
  - Reflect the cultural diversity of our students and community,
  - Centering the voices, perspectives, knowledges and logics of Black, Indigenous, and other Peoples of Color.
  - Have a track-record of successfully engaging with historically marginalized communities in ways that expand opportunities and reduce disparities.
- Engage students as partners in their own education and in the work of school and district improvement by:
  - Routinely accessing the insight and perspective of diverse student voices
  - Promoting student initiative and involvement.
  - Providing social-emotional and enrichment opportunities that strengthen relationships between students and foster a sense of community and camaraderie within schools.
- Discontinue partnerships with organizations who are not making a priority of this work.

### **Talent Recruitment and Retention**

The District will actively strive to recruit, support, and retain a workforce that reflects the rich diversity of our student body where all employees feel valued and celebrated by:

- Actively searching for, recruiting, and employing racially and linguistically diverse and culturally competent personnel at all levels of the organization.
- Supporting the establishment of affinity support networks and mentorship opportunities for underrepresented groups.

- Engaging all school personnel in cross-cultural reflection and dialogue to build awareness of their own identities and privileges and address the impact of biases and microaggressions in the workplace.
- Providing relevant professional development to enhance all employees' knowledge of and skills for eliminating racial and ethnic inequities.
- Provide opportunities for staff to safely and openly provide feedback on the work environment and surface concerns.

### **Teaching and Learning**

The District is committed to high-quality teaching and learning that supports each student, without exception, in reaching their highest potential. This is to be achieved through curriculum, educational materials, instructional practices, and data use routines that reflect and affirm the racial and cultural identities of our students and staff. We will:

- Foster an adult learning culture that is rooted in a shared vision for student learning, a high degree of teacher efficacy, and effective systems and routines that empower creative thinking and problem solving.
- Nurture a joy for learning for both students and staff.
- Support student growth through a guaranteed, viable, and culturally responsive curriculum inclusive of ethnic studies
- Provide opportunities for all students to see themselves reflected in the curriculum.
- Utilize evidence-based culturally responsive instructional practices, educational materials, resources, and technology.
- Routinely collect, display, disaggregate, and analyze existing and new forms of data to improve student learning and adult practice in the service of educational equity.
- Provide multiple pathways for success through an assets-based-approach.
- Reduce the over- or underrepresentation of any particular student group in intervention, enrichment, and advanced course offerings such as special education services and accelerated programs by eliminating biased practices.

The Board directs the Superintendent to develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measurable improvements in academic, social-emotional health, safety, and belonging for YSD

students and staff. The Superintendent shall regularly report progress on the plan and outcomes.

Legal References:

WAC 192-190 Equal Educational Opportunity  
RCW 28A.642 Discrimination Prohibition  
RCW 46.60 Law Against Discrimination  
RCW 49.60 Discrimination – Human Rights Commission  
RCW 28A.640 Sexual Equality

Cross References:

Yakima School District Strategic Plan 2020-2026  
OP 0520 Global Ends Statement  
OP 0530 Our Promise  
OP 0540 District Core Values  
OP 0560 Yakima School District Compass  
OP 2021 Equity in Education  
OP 2120 Curriculum Development, Review, Implementation  
OP 3210 Discrimination of Students Prohibited  
OP 5000 Recruitment and Selection of Staff  
OP 5010 Discrimination of District Staff Prohibited

Adoption Date:  
210615