

**Policy Statement 1018 (Administration) of the Board of Education Regarding Antiracism**

I. Purpose

- A. To acknowledge that personal and institutional racism have historically existed and continue to exist in our schools
- B. To affirm the Board's unwavering belief that combating racism in Calvert County Public Schools (CCPS) is a legal and moral imperative
- C. To eliminate all forms of systemic racism from CCPS by being proactive and responsive
- D. To establish and sustain a school community that shares the collective responsibility to address, eliminate, and prevent any actions that perpetuate racism
- E. To eliminate the predictive value of social or cultural factors, including, but not limited to, race and class on student success
- F. To remove the institutional barriers that create inequitable representations of students who receive gifted and special education services, participate in advanced classes, and exhibit high academic performance and achievement
- G. To eliminate the disproportionality of discipline and suspension rates among racial groups
- H. To remove the institutional barriers in hiring and retention that create inequitable representation of staff.
- I. To acknowledge and understand the concept of white privilege and white supremacy, and its hindrance on achieving equity
- J. To provide to all of CCPS staff continued training on equity, the impact of bias and culture, and how to deal with conflict.

II. Definitions

- A. Antiracism- the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism
- B. Ethnicity – reference to a person's identification with a group based on characteristics such as shared history, ancestry, geographic and language origin, and culture
- C. Individual racism - pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held attitudes and beliefs, conscious and unconscious, and external behaviors, and actions towards others
- D. Institutional racism - racism within institutions and organizations, such as school, healthcare, and judicial systems, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people

- E. Racism - system of structuring opportunity and assigning value based on the social interpretation of how one looks that unfairly disadvantages some individuals and communities or unfairly advantages other individuals and communities
- F. Structural (or systemic) racism - history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color
- G. Opportunity Gap - ways systemic structures, practices, and allocation of resources creates reduced or denied opportunities, generally by race, ethnicity, socioeconomic status, English proficiency, community wealth, familial situations, or other factors that contribute to or perpetuate lower educational rigor, participation, and achievement for certain groups of students
- H. White Privilege – web of institutional and cultural treatment that affords white people greater access to power and resources than people of color in the same situation
- I. White Supremacy – 1. political, economic, and cultural system in which whites overwhelmingly control power and material resources 2. conscious and unconscious ideas of white superiority and entitlement 3. the self-conscious racism of white supremacist hate groups

### III. Policy Statement

- A. The Calvert County Board of Education believes that combating the personal and institutional racism that continues to exist in our schools is a legal and moral obligation.
- B. The Calvert County Board of Education affirms an obligation to require a safe, antiracist, and inclusive educational environment where each student and staff member is treated with respect and dignity, regardless of race or ethnicity. As such, the Board of Education will not tolerate the values, structures, and behaviors that perpetuate systemic racism. The Board of Education will adopt and maintain policies, practices, and procedures that produce equitable outcomes for students of color and marginalized groups.
- C. The Board of Education believes all employees play a vital role in reducing racism and inequity by recognizing the manifestations of racism, creating culturally inclusive learning, and working environments, and dismantling educational systems that directly or indirectly perpetuate racism and privilege.
- D. The Board of Education believes that all students can learn when opportunity gaps are eliminated. Personal and institutional racism creates opportunity gaps. The Board of Education recognizes that opportunity gaps have significant intergenerational effects and perpetuate economic, social, and educational inequity. Racial inequities were created over time and must be eliminated when identified. Personal prejudice is a learned behavior that will not be tolerated within the Calvert County Board of Education system.

IV. Delegation of Authority

- A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all CCPS staff (i.e., teachers, support staff, administration, etc.).

V. Exceptions

- A. There are no exceptions to this policy. However, the Board, by majority vote, may revisit all or part of this policy to make any changes for clarification purposes or to modify. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent, local, state, and federal laws and regulation or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.

VI. Review

- A. This policy will be reviewed at the end of three years, or sooner based on Section V.A., if approved by majority vote of the Board of Education in public session.

VII. Effective Date

- A. This policy is effective February 8, 2024.