

## Statement of Values and Commitment to Racial Equity

All Newton Public Schools students have the right to thrive in a culture of racial equity. All members of the NPS community must actively dismantle structures rooted in racism and replace them with systems and structures that lead to more equitable outcomes for all students. We recognize that this work is critical and ongoing and requires an unyielding financial, structural, and emotional investment for years to come. NPS is committed to working tirelessly to ensure that we propel our community forward into an antiracist future.

### At Newton Public Schools, we believe:

We have a responsibility to ensure that our students, staff and families of color feel seen and heard.

It is essential to give voice to those who have traditionally been underrepresented and historically marginalized.

Reflecting on one's own racial identity and unconscious bias strengthens and positively impacts our interactions with students, colleagues, and families.

Each educator has a shared responsibility for building their capacity to implement antiracist and culturally responsive practices through professional learning and dialogue.

A diverse faculty and staff is essential in creating a sense of connectedness and belonging for all students and can encourage increased success among groups that have been traditionally underrepresented.

Culturally responsive instruction with a universally designed foundation, flexible tiered support, and an antiracist curriculum benefits all students.

The work of antiracism requires a commitment to be actively conscious about race and racism and to take actions to end racial inequities in our daily lives.

### Therefore, we will:

Honor the diverse identities and experiences of our students, staff, and families of color to move toward a more just and inclusive community through representative leadership, curriculum, activities, celebrations, and more.

Provide affinity spaces for our students and families of color to engage in dialogue about their shared experiences and invite feedback to support positive change.

Engage our district and staff in self-reflection, self-education, and self-improvement on our antiracist trajectory.

Apply our learning to our interactions with students and staff, curriculum choices, employment practices, structures and systems, and decision making.

Review and revise our hiring practices to be more inclusive and accessible to candidates of color, and support retention with ongoing administrative and structural support, including investing in mentorship, affinity spaces, and leadership opportunities to enhance success.

Analyze the systems and practices of our classrooms, schools, and offices to root-out institutional and internalized racism and bias and strive to constantly improve and refine our instructional practice.

Take immediate and sustained action to dismantle racism in our schools and communities and commit to constant work of learning, growing, reflecting on our progress and shortcomings in our changing world.