

Equity Statement

The Eau Claire Area School District (ECASD) is committed to eliminating the systemic inequities present in our society and schools as we build an inclusive school community. The ECASD acknowledges the historical foundations of systemic inequities in our state and nation and commits to creating real and sustainable action to change our local systems.

Our Shared Understanding

The ECASD understands that oppression is manifested in racism, sexism, homophobia, heterosexism, transphobia, ageism, ableism, and other forms of systemic and social exclusion. We recognize that these inequities are the result of social hierarchies that have normalized and perpetuated these conditions. Moreover, we understand that there are similarities, intersections, and differences between these and other forms of oppression and the ways in which they manifest themselves.

We understand that equity is the mindset through which we work to serve students with disabilities and learning differences, students who are high-achieving, English Learner students, and students who are socially and economically disadvantaged; equity is understanding that students can belong to multiple groups and hold multiple identities. Through analysis of data, equity is how we identify areas for growth in our school climate and measure our success in making sure each student attends school free from discrimination. Equity benefits all students.

Our Commitment

The Core Values of the ECASD are honesty, respect, responsibility, compassion, courage, and justice, and we recognize that these core values have not been equitably applied to all students. As we move forward, we will adhere to these core values and use our collective privilege to end systems of oppression. In order to ensure each student has equal access to educational programs, services, and activities, equity, diversity, and inclusion will be the tools and methods we will use to proceed.

We will ensure our students of color and other historically marginalized students feel safe, welcomed, included, valued, represented, and supported in our school community with equitable access and opportunities for success.

The ECASD will explicitly recognize, examine, and address the systemic manifestations of oppression and racism in our District, in all aspects of its governance policies, processes, practices, and outcomes. The ECASD will use an equity conscious perspective in all decision-making and at all levels, where equity means ensuring opportunities for learning and experiences for all students and especially for students who have been historically marginalized.

The ECASD will invite, support, and collaborate with historically marginalized populations in our District and surrounding communities, and create relationships and allyship based on respect, inclusion, trust, consistency, accountability, and transparency.

The ECASD will make changes in our core organizational structures, institutional practices, and professional behaviors. We recognize that the responsibility of being part of the solution requires us all to hold ourselves accountable. We see accountability as an act of love and the utmost demonstration of trust-building. We believe that solutions are rooted in communities and reject punishment and the carceral system.

The ECASD will continue our ongoing process of professional development for all administrators, leaders, educators, staff, and school board members to fully understand, honor, and respond to the needs of our students at the intersection of their gender, racial, and social identities. We believe that personal growth and self-reflection are a practice of learning, unlearning, and relearning, which is both a career-long and life-long process. All staff and school board members need to be aware of the multiple identities represented in our District and their unique perspectives, experiences, and needs.

The ECASD will seek out and increase hiring of a diverse staff, including active recruitment of historically underrepresented groups and more equitable hiring practices, so that the diversity representation in our District employees is reflective of the diversity of the students we serve.

The ECASD recognizes students' differences and the need to meet each child where they are. Equity is part of our curricular development, acknowledging that each student deserves to see themselves in the curriculum and needs to learn about those who are different from them. Our approach to equity strives for cultural and linguistic competence that builds an inclusive environment for students of all backgrounds and identities.

The ECASD is committed to a school culture and climate where discriminatory or oppressive behaviors are not tolerated. Simultaneously, the ECASD is committed to purposeful and proactive strategies and changes to facilitate a shift in organizational culture to ensure that issues of oppression will be addressed, and clear mechanisms will be identified to actively engage and interact throughout the process. We understand that if we are not helping to dismantle oppressive systems then we are complicit in them. We commit to real conversations, real action, and real change. And we commit to ensuring that we are true to our values and to positive change and growth.