

The Grand Rapids Board of Education recognizes and celebrates the diversity of our student population, and, thus, we commit to ensuring all students receive an inclusive and equitable educational experience. The board of education will remove barriers for students by providing access, opportunities, and resources. Furthermore, the board will create and monitor the implementation of policies that will ensure equitable outcomes in the following areas, including, but not limited to, budget, curriculum, human resources, professional learning, and extracurricular activities.

In order to achieve these goals, the superintendent shall implement the following:

- The District shall review practices, procedures and programs to assure that they are unbiased and nondiscriminatory. The District shall use all available data, disaggregated by race, ethnicity, language, ability, gender identity, gender expression, sexual orientation, socioeconomic background, and mobility to inform all district decision making;
- The District shall regularly gather feedback from students, families, and staff in order to create and nurture an inclusive, accepting and belonging environment;
- The District shall differentiate resource allocation to ensure equitable access to efficacious staff and high-quality curriculum, facilities, and support services;
- The District shall identify and implement culturally responsive instructional materials, assessments, and pedagogies and shall mitigate, modify, or eliminate those which are culturally-biased to ensure equitable outcomes;
- The District shall recruit, hire, develop and retain high quality personnel that reflect student demographics at all organizational levels;

Section 1000 – Board Bylaws

1017 Equity Policy

1017-2

- The District shall train and support personnel at all organizational levels to engage in culturally responsive practices and delivery of service; The District shall ensure that staff participate in diversity, equity, and inclusion training and courses;
- The District shall incorporate the voice and participation of students, families and communities served in decision making;
- The District shall adopt and review an annual budget that provides for the equitable allocation of finances across the district;
- The District shall review its purchasing practices to eliminate barriers to participation and ensure that business owned by traditionally underrepresented persons are equitably included;
- The District shall provide resources, training, and oversight necessary so that district and building-level equity audits are completed. *The superintendent shall provide the Board with an annual report detailing progress on the items listed in this policy.*

Approved: March 1, 2021