

Equity Impact Statement Template for School Committee Proposals and Presentations

Title: Office of Equity Annual Report

Date: January 13, 2021

Was the [BPS RACIAL EQUITY PLANNING TOOL](#) used? (Yes or No):

Yes (we regularly incorporate the REPT in our work, including this year regarding the 24/7 Respect program)

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p>1. Proposal/Presentation & Impact <i>What is the proposal's/presentation's desired outcomes and impact? Who led this process and do they reflect the diversity of BPS students/families?</i></p>	<p>The Office of Equity is reporting on SY 2019-20 accomplishments, including the quantity and nature of our responsive work regarding reports of possible bias-based conduct and sexual misconduct, and our proactive work to achieve equity in all aspects of the functioning of the district. The report also previews our work during SY 2020-21. The Office of Equity staff reflects the diversity of Boston Public Schools (BPS) students and families, and has language capacity in Spanish, Haitian Creole, and Korean.</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal/presentation align with the district's strategic plan?</i></p>	<p>The work of the Office of Equity particularly aligns with:</p> <ul style="list-style-type: none"> 1.1 Ensure that BPS policies, plans, and budgets advance the Opportunity and Achievement Gaps Policy. 2.7 Make every school a safe space for every BPS student, offering the support and protection needed to learn, grow, and thrive. 5.1 Hire, support, and retain a workforce at every level that reflects our students' diverse cultures and languages; and address the structural barriers that impact staff and educators of color. 5.3 Support and hold school leaders accountable for creating inclusive, culturally and linguistically sustaining school communities. 5.4 Make BPS a place where staff want to be employed because they are focused on serving our students, and feel valued and supported in their work.
<p>3. Analysis of Data <i>What data did you use to analyze the issue/subject? Was it disaggregated by race? What did it show regarding disparities of historically marginalized populations?</i></p>	<p>The Office of Equity generates detailed data each year tracking our responsive work, training sessions, accommodations, and other project outcomes. Of the 15 cases this year where an employee was found to have engaged in racial bias, all but one targeted someone who identified as Black. Disaggregating other data by race is logistically difficult. However, overwhelmingly, our work is on behalf of employees and students of Color, and/or members of other historically marginalized populations.</p>
<p>4. Stakeholder Engagement <i>Who was engaged (quantity, demographics, and roles), how and what did it yield? What did the students/families most impacted by the proposal/presentation say?</i></p>	<p>The work of the Office of Equity impacts all students, families, and employees, but particularly those who are members of historically marginalized groups, such as people who are of Color, LGBTQ+, English learners, immigrants, religious minorities, women or girls, and/or have disabilities.</p>

<p>5. Racial Equity Strategies <i>How does this proposal presentation mitigate disparities and increase equity, particularly racial equity? What are the unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>The Office of Equity aims to ensure that BPS is an educational and working environment unimpeded by bias or discrimination, where individuals of all backgrounds and experiences are welcomed, included, encouraged, and can succeed and flourish. Our proactive work centers first on racial equity, but considers all forms of equity, particularly prioritizing the needs of English learners and Special Education and LGBTQ+ students. The Office of Equity, in partnership with the other Offices that comprise the Division of Equity, Strategy, and Opportunity Gaps, is engaged in supporting all district and school leaders to have the knowledge, skills, and tools they need to hold all policy, program, budget, and other key decisions to an equity lens, and first and foremost a racial equity lens.</p>
<p>6 Budget & Implementation <i>What are the budget impacts? How will implementation ensure equity objectives are met? Are there leadership and personnel who are Black, Latinx and bring a racial equity lens?</i></p>	<p>This presentation is a report on our current work, and does not have budget impacts at this time. Our permanent team, and our interns and fellows, are primarily Black, Latinx, and/or Asian, and consistently apply a racial equity lens.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible for this?</i></p>	<p>The Office of Equity’s annual report to the School Committee, which assesses and documents the outcomes of our work, is a key component of our accountability and communications to all internal and external stakeholders.</p>