



OFFICE OF EQUITY: SY 2017-18 REPORT

Becky Shuster, Assistant Superintendent of Equity

Presentation to Boston School Committee
October 17, 2018



BPS Office Of
Equity

Office of Equity Team

- **Becky Shuster**, Assistant Superintendent of Equity
- **Steven Chen**, Director of Training and Accommodations
- **Juna Pierre**, Director of Compliance and Title IX Coordinator
- **Grace Jung**, Equity Manager
- **Luis Gallegos** and **Masha Stine**, Leading for Educational Equity Fellows
- **Varsha Ramsumair** and **David Scheckel**, Equity Assistants (Northeastern Coop Students)

Equity Training and Education

- Conducted 98 training sessions:
 - 30 Equity Protocols sessions, including:
 - All new central office managers and principals;
90% of all other school administrators
 - Monthly sessions open to all BPS staff
 - 29 Welcoming Schools sessions for 10 schools and for bullying intervention specialists
 - 20 Gender Identity sessions for 14 schools and departments
 - 11 remedial one-on-one training sessions for employees
 - 8 Racial Equity Tool training sessions

Equity Training and Education, cont.

- Partnered with Succeed Boston to provide 16 tailored bias prevention Saturday training sessions for a total of 53 students with Equity violations
- Hosted 2nd annual conference on “Preventing and Addressing Bias-Based Incidents in Schools” for over 200 participants from MA and beyond
 - Funding included grant from Teaching Tolerance
- Gardner Pilot School earned “Seal of Excellence” from the Human Rights Campaign Welcoming Schools



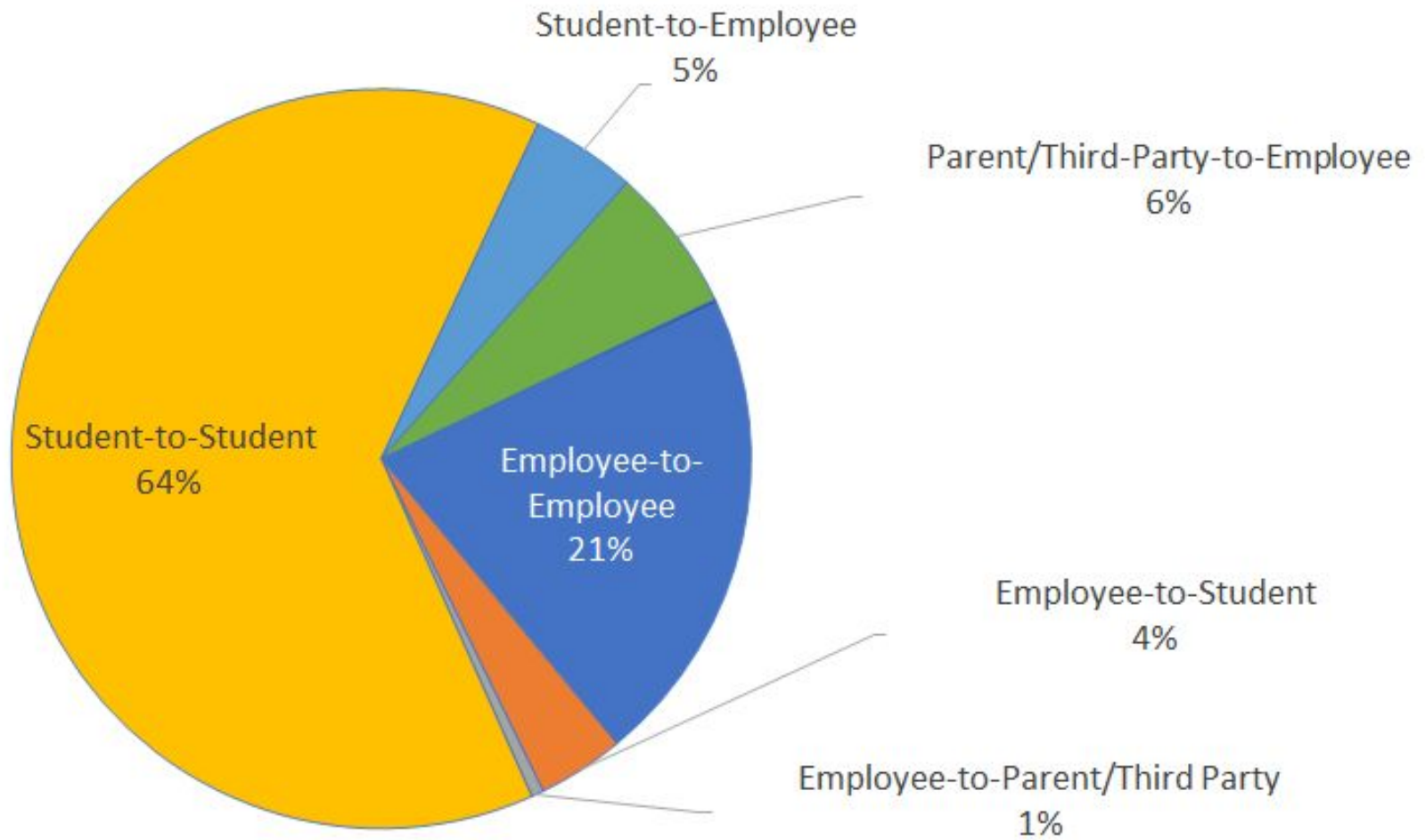
Equity Policies and Protocols

- First full school year with the Office of Equity responsible for oversight sexual misconduct investigations
 - Established new liaison to law enforcement
- Published first Equity investigative protocols for school-based investigations, and continually improved the protocols based on lived experience

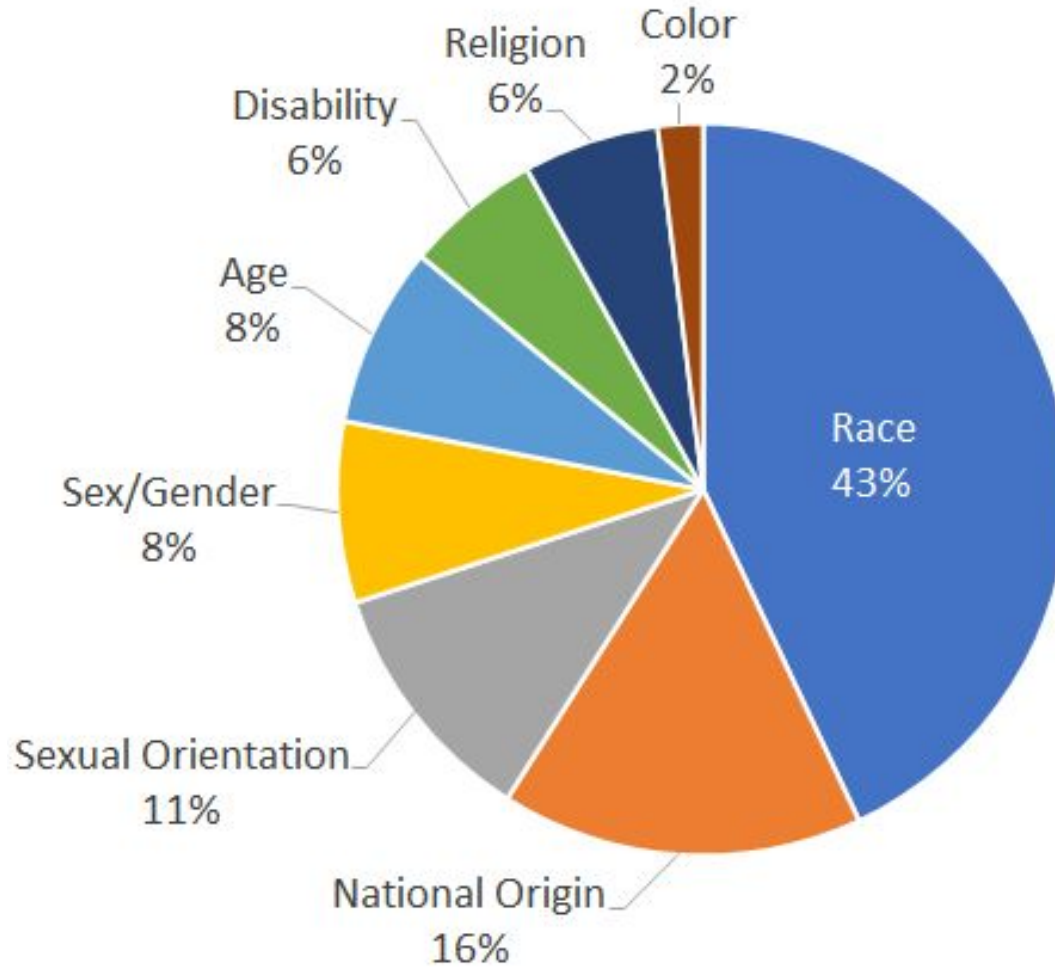
Equity Investigations and Troubleshooting

- Achieved new level of reporting due to training and new area of responsibility
- Responded to 931 formal employee, student, and family concerns during SY 2017-18, including investigations by Equity or our designee, coaching, interactive dialogues regarding accommodations, referrals, mediations, and restorative justice interventions
- This includes 191 accommodation requests, primarily disability accommodations for employees

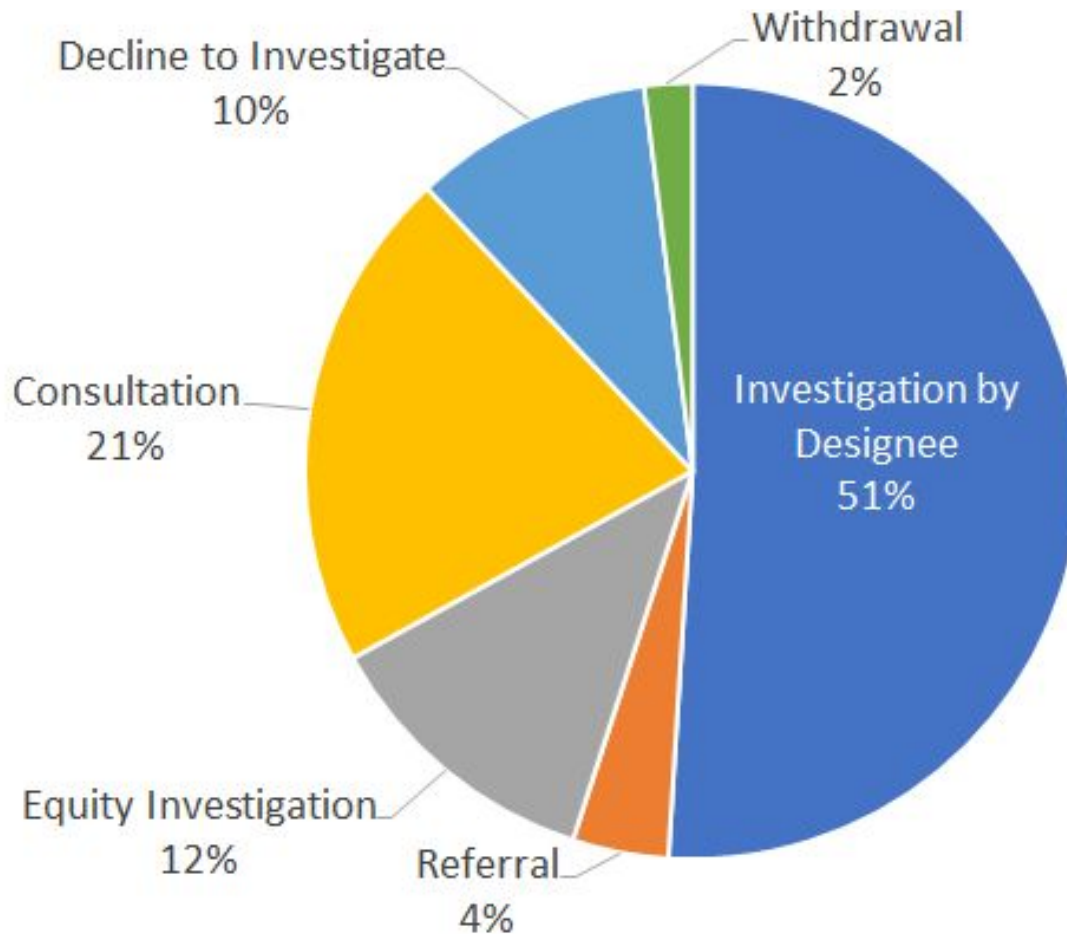
Reports of Bias-Based Incidents: *Reporters and Subjects*



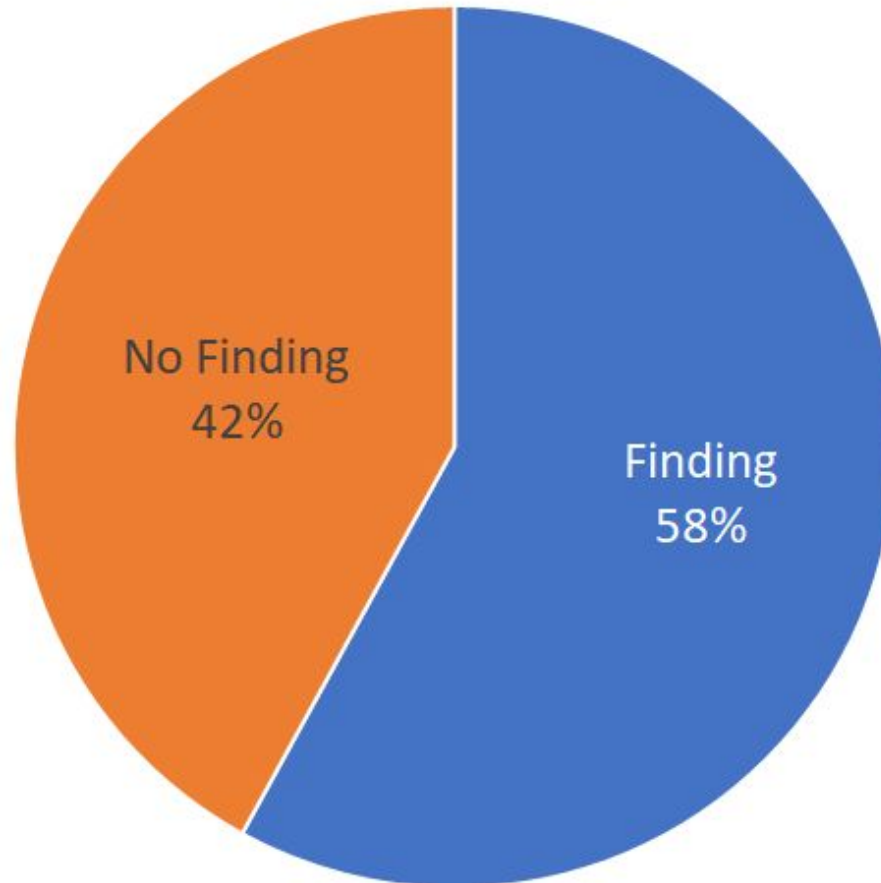
Reports of Bias-Based Incidents: *Protected Category*



Allegations Reported to Equity: Disposition



Investigations by the Office of Equity: *Findings*



Applying an Equity Lens to Decision-Making

- Partnered with Human Capital to hire and retain teachers of color through accountability and innovation
- In partnership with Office of the Opportunity Gap, provided internal consultancy to a wide range of departments and task forces
 - Examples include Universal Pre-K, Opportunity Index Guiding Coalition, BuildBPS
- Built capacity for equity impact analysis and strategy across the district
- Contributed to leadership of the Boston Alliance for Racial Equity

Key Goals for SY 2018-19

- Ensure every middle and high school student sees the new Equity/BSAC video, “Stay Out of the Box”
- In partnership with The Mediation Group and Office of Labor Relations, launch pilot mediation program to resolve employee, parent, and student conflicts
- Update and achieve sign off on Equity circulars, including highlighting employees’ obligation to report bias-based conduct or sexual misconduct toward students
- Facilitate new group, “White School Leaders Challenging Racism,” replicating central office group