



# OFFICE OF EQUITY UPDATE

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## Office of Equity Mission and Vision

- **The Office of Equity’s mission is to ensure that the Boston Public Schools 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.**
- While our primary focus is not instructional, our mission is inextricably linked to the elimination of opportunity and achievement gaps for BPS students.
- The Office of Equity’s vision calls us to systematically implement best practices and boldly innovate to become a national model of broad participation, full inclusion, equity on all dimensions, and social justice in an urban school district.

## Work of the Office of Equity

1. Partner with school and central office leaders to respond promptly and effectively to reports of bias-based conduct, and cultivate inclusive workplaces and classrooms.
2. Provide prompt, effective disability and religious accommodations to employees, and religious accommodations to students.
3. Ensure every key decision made by school and central office leaders is considered through the lens of equity.
4. Inform students, parents, and employees of their rights and responsibilities to prevent and address bias.

# 1. Equity Policies and Protocols

## Completed to Date:

- Updated and streamlined Equity circulars, including new circular on transgender and gender non-conforming students
- Launched on-line sign-off
- Developed and published policy on responding to students' bias-based social media posts, and developed policy on use of offensive language in the classroom
- Began rollout of the use of restorative justice and bias prevention training to address circular violations

# 1. Equity Policies and Protocols, *cont.*

## **Goals for SY 2016-17:**

- Develop detailed protocols for responding to reports of bias-based incidents in collaboration with Legal, Labor, and Social and Emotional Learning
- Add Equity circular and protocols regarding addressing sexual misconduct

# 1. Equity Investigations and Troubleshooting

## Completed to Date:

- Investigated 122 concerns raised at Boston Latin School
- Investigated 46 concerns raised at other Boston Public Schools
- Began SY 2016-17 with no backlog
- Provided coaching in response to hundreds of concerns across the district
- Implemented new digital case management system, including entry of over 800 cases
- Completed assessment of equity in athletic facilities district-wide

# 1. Equity Investigations & Troubleshooting, *cont.*

## Goals for SY 2016-17:

- Partner with BLS and central office leadership to implement U.S. Attorney's Office resolution agreement, and Equity Office and Visions recommendations
- Continue to respond to all concerns promptly, objectively, and with the highest standards for the conduct of our employees, students, and others in the BPS community
- Create plan to ensure gender equity in athletics

## 2. Disability and Religious Accommodations

### **Completed to date:**

- Responded to over 80 accommodation requests during SY 2015-16
- Entered this school year with no backlog regarding accommodation requests by employees or students

### **Goal for SY 2016-17:**

- Continue to provide prompt, effective accommodations with no backlog



### 3. Applying an Equity Lens to Decision-Making

#### **Completed to Date:**

- Collaborated with OHC to hire and retain teachers of color, including check off on hires and focus on 24 key schools during SY2015-16
- Participated in wide range of department and task force strategy meetings

#### **Goals for SY 2016-17:**

- Continue to grow “internal consultancy” by assisting with impact analysis and strategy
- Help build capacity for impact analysis and strategy across the district

## 4. Equity Training and Education

### **Completed to Date:**

- Provided Equity Protocols Training to all principals and headmasters, and most central office supervisors
- Launched Equity reporting form on student rights app
- Hosted three youth equity champion summer interns
- Created Office of Equity web page and distributed equity posters throughout the district
- Rolled out Welcoming Schools project in Welcome Center and 5 schools

### **Goals for SY 2016-17:**

- Complete Equity Protocols Training for one additional designee per school and remaining central office supervisors
- Develop plan to expand equity champion program

