



Equity Impact Statement for School Committee Proposals and Presentations

Title: Equity, Strategy, and Opportunity Gaps Update

Date: September 16, 2020

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

Not applicable

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>This presentation serves as an overview of the work of the Division of Equity, Strategy, and Opportunity Gaps with contributions from members of the departments/teams within the division.</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 presentation is aligned to Commitments 1, 3, and 5 of Imagine BPS 2025.</p>
<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 work of the Division is based on continuous reviews of the district's work disaggregated by race and other key demographics, and focuses on applying the concept of "targeted universalism" to increase resources to close disparities that impact historically marginalized populations. One of the key roles the Division plays is ensuring that all school and district decisions rise out of this data and deliberately aim to achieve equity.</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>Our work relies on broad internal and external stakeholder engagement, and calls all schools and Central Office departments to hold themselves to the highest standard of authentic input and feedback, particularly by those who are likely to be most impacted by our policies and programs.</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 Division is responsible to train employees in racial equity strategies, coach school and district leaders in implementing those strategies, and monitoring the resulting equity analyses and outcomes. Our core work is to win hearts and minds to the work of anti-racism, and then to establish the skills, knowledge, and accountability that ensures progress in that work.</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 evening's presentation does not center on a proposal with any budgetary impacts. Our team is predominantly Black and Latinx at all levels of the organizational chart. Asian and White leaders also play key roles on our team with an explicit anti-racist 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>Our Division is developing measures drawing from both the Strategic Plan and the Opportunity and Achievement Gap Policy so that, going forward, there will be clear benchmarks for our work, and internal and external communication about our progress toward those benchmarks.</p>