Boston Public Schools
Office of Equity: SY 2020-2021 Report

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Office of Equity: Mission and Key Priorities

Mission
The Office of Equity aims to ensure 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.

Key Priorities
- Provide a prompt, effective response to all reports of possible bias-based or sexual misconduct, and requests for disability, pregnancy, and religious accommodations.
- Conduct training and education to ensure students and employees are aware of their rights and responsibilities.
- Partner to ensure every key decision made by school and central office leaders is held to an equity lens, particularly racial equity.
Equity Training and Education

Conducted and administered 103 employee trainings:

- **27 Equity Protocols** open enrollment, school or department specific, and remedial sessions
- **18 Racial Equity Planning Tool** sessions in partnership with Office of Opportunity Gaps
- **4 Welcoming Schools** sessions
- **5 Racial Equity and Hiring** sessions in partnership with Office of Recruitment, Cultivation, and Diversity
- **49 LGBTQ+ Student Support** sessions

Managed:

- **24/7 Respect** program to educate students how to prevent and address bias-based and sexual misconduct in person, by text, and online
  - Third annual rollout for 6th - 12th graders
Equity Investigations, Accommodations, and Troubleshooting

Responded to over 1,200 formal employee, student, and family concerns, including:

- 110 investigations and investigative reviews conducted by the Office of Equity
- 156 investigations conducted by school administrators designated by Equity
- 857 responses to disability, pregnancy, and religious accommodation requests
- 109 consultations to school and Central Office administrators and other employees
Incident Reports: Subject-to-Reporter

- Employee to Employee: 12.2%
- Employee to Student: 21.4%
- Student to Employee: 7.9%
- Student to Student: 58.5%
Investigations by Office of Equity: Violations Declining
Reports of Bias-Based Incidents: Protected Categories

Reports by Employees

- Ethnicity: 1.7%
- Sexual Orientation: 6.9%
- Sex/Gender: 22.4%
- National Origin: 10.3%
- Race: 55.2%

Reports by Students

- Religion: 3.0%
- Sexual Orientation: 35.8%
- Gender Identity: 7.5%
- Sex/Gender: 3.0%
- National Origin: 1.5%
- Race: 47.8%
• First district-wide LGBTQ+ Student Support Manager hired in July 2020
• Accomplishments, in partnership with Health and Wellness, include:
  ○ Conducting 49 LGBTQ+ Student Support training sessions
  ○ Holding ongoing Zoom support groups for students and families
  ○ Coaching for Gender Sexuality Alliances and other school-based programming
  ○ Overseeing annual BPS LGBTQ+ Student Summit
• Honing strategy to maximize impact
Applying an Equity Lens to Decision-Making

- In partnership with Office of Opportunity Gaps, provided internal consultancies to numerous departments, particularly related to operations

- Built capacity for use of the Racial Equity Planning Tool, including reviewing all Equity Impact Statements
  - Co-authored school reopening analysis

- Participated in Office of Recruitment, Cultivation, and Diversity’s cross-functional team to hire educators of Color through training, protocols, and accountability
In partnership with Office of Opportunity Gaps and Mayor’s Office on Resiliency and Racial Equity, rollout Racial Equity and Leadership Training
  ○ 1 hour: Implicit Bias (online)
  ○ 2 hour: The Why
  ○ 2 hour: The How - skill-building for the Racial Equity Planning Tool

Ensure sufficient capacity to support schools promptly and effectively
  ○ Responding to incidents and accommodation requests
  ○ Providing LGBTQ+ student support
Appendix
Concerns Reported to Equity: Disposition