

**Today's Objective:** To brainstorm ideas and engage in a design session around how we organize ourselves to create anti-racism framework for the district, define opportunity & achievement gaps and codify this in the 2022 OAG policy revision.

## 1. Defining Anti-Racism

In 2020 BPS announced it's goal of becoming an Anti-Racist school district? What does that mean?

There are a number of existing anti-racism frameworks. What framework components are right for the BPS context and our goals of racial equity and excellence?

## 2. Defining Opportunity & Achievement Gaps

How do we define opportunity & achievement gaps in order to have a clear method of measuring gaps and a clear strategy for eliminating gaps?

What are the right data and what's the goal post / evidence of success as we strive for equity and excellence?

## Process

Part 1: Defining Anti-Racism  
November-January

Part 2: Defining Gaps  
November - March

Part 3: OAG Policy  
March - June

## Goal

Clear anti-racism framework and definition of gaps through a stakeholder consensus process - ultimately codified in policy

## 3. 2022 OAG Policy Revision

OAG Policy calls for an update to the policy every 6 years.

With a burgeoning national and local focus on Anti-Racism - we have an opportunity to deepen the policy mandates and sharpen the district's commitment to closing gaps through anti-racist practice.

## People

Students  
Families  
Educators  
Leaders  
Community stakeholders  
Researchers  
Policy experts

## Guiding questions

1. How do we ensure alignment across these three work-streams?
2. What are important considerations?
3. Please lend your voice and expertise to one of the committees.