



POLICY 1.0971

4-A I recommend that the Board adopt the proposed new Policy 1.0971, entitled "District Diversity and Equity Committee."

[Contact: Judith Klinek, PX46888]

Adoption

CONSENT ITEM

- The Board approved development of this revised Policy at the development reading on February 22, 2012.
- The proposed policy creates the District Diversity and Equity Committee, a new advisory committee to the Board and Superintendent.
- Based upon Board action and requests, the policy proposes a committee consisting of 24 voting members nominated by various organizations within the community. Organizations added since the development reading are the Center for Autism and Related Disabilities (CARD) Center at Florida Atlantic University, Compass, Inc., and the Gold Coast Down Syndrome Organization. See section 2.
- The advisory authority and responsibility of the committee is established in section 3, providing for the committee to:
 - Assist the Board and Superintendent in receiving feedback from the District's stakeholders about the state of the diversity in academic, administrative and operational programs of the District.
 - Identify constraints or challenges, if any that may affect the District's ability to achieve diversity, and provide recommendations that may facilitate the elimination, minimization or prevention of such constraints or challenges.
 - Review the effectiveness of existing Board policies and District practices related to diversity and make recommendations to the Board and Superintendent of methods of enhancing the effectiveness of such policies and practices.
 - Receive input and statistical evidence from staff and other sources and provide advisement and recommendations to the Board and Superintendent on matters, including but not limited to:
 - diversity of student body enrolled in higher level coursework
 - diversity of student body in athletic and other extracurricular

programs

- monitoring diverse populations in district graduation rates
 - diversity in school/district staff members
 - diversity in school/district leadership positions
 - diversity in business practices related to contracting and procurement
 - any other diversity issues of the District as requested by the Board or the Superintendent
- The policy further provides for the committee to adhere to Policy [1.09](#) as to its operations, procedures, meetings and administrative matters.

POLICY 1.0971

DISTRICT DIVERSITY AND EQUITY COMMITTEE

1. Purpose and Mission

The School Board of Palm Beach County (Board) is committed to a culture of diversity and equity that reflects the voices, perspectives, and differences arising from our diverse community and the world to ensure equity in the academic success of all students.

The School Board believes that equity of opportunity and equity of access to our programs, services, and resources is critical to the achievement of successful outcomes. The School Board believes that appreciating human diversity, developing a capacity for cultural competence and committing to equity and inclusion will enable the District to fulfill its mission. Cultural competence requires individuals and organizations to understand and respect differences. The District will adopt procedures intended to achieve a diverse and equitable school community inclusive of diversity of race, ethnicity, language, culture, gender, gender identity or expression, sexual orientation, religious and spiritual beliefs, age, and physical and learning abilities. Diversity includes diversity of thought, diversity of values, and diversity of perspectives. For students to respect and value diversity, they must experience adults who are reflective of the varied cultures and backgrounds that make up our community and nation. The District seeks to recruit and to retain employees that reflect a culturally rich and diverse perspective.

The School Board of Palm Beach County recognizes and values the diversity of our students and families, employees, and business/community partners. We are committed to a culture of diversity, equity and collaboration which contributes to the achievement of all students. The committee will review and provide strategies for evaluation and accountability of all policies and procedures.

Furthermore, the Board believes the District shall provide equal opportunity in its employment and prohibit discrimination in its human resource policies and practices. The District has an obligation to promote equal opportunity in all of its business practices. Because the District is a public institution operating through the use of public funds, it reserves the right to require those entering into public contracts with the District be in compliance with all federal, state and local laws which prohibit illegal discrimination.

To assist the Board and Superintendent in diversity and equity in academic and operational programs of the District, a District Diversity and Equity Committee (DDEC or Committee) is created as an advisory committee to the Board and Superintendent. The Committee shall represent the District's stakeholders and shall reflect the diversity of the student population. The Committee shall be

39 governed by this policy, as set forth herein.

40 2. **Composition; Appointment**

41 a. The DDEC shall be comprised of ~~24~~ 24 voting members who shall be
42 nominated as follows:

43 i. one (1) by ASPIRA of Palm Beach County;

44 ii. one (1) by the Black Chamber of Commerce of Palm Beach County;

45 iii. one (1) by the Caribbean-American for Community Involvement, Inc.;

46 iv. one (1) by the Center for Autism and Related Disabilities (CARD) Center
47 at Florida Atlantic University;

48 v. one (1) by the Coalition for Black Student Achievement;

49 vi. one(1) by Compass, Inc.;

50 vii. one (1) by the Economic Council of Palm Beach County;

51 viii. one (1) by the El Sol Jupiter's Neighborhood Resource Center, Inc.;

52 ix. one (1) by the District's ESE Advisory Committee;

53 x. one (1) by For the Children, Inc.;

54 xi. one (1) by the Glades Area Branch NAACP;

55 xii. one (1) by the Gold Coast Down Syndrome Organization;

56 xiii. one (1) by the Guatemalan-Maya Center, Inc.;

57 xiv. one (1) by the Haitian Citizen's United Task Force, Inc.;

58 xv. one (1) by the Hispanic Chamber of Commerce of Palm Beach County;

59 xvi. one (1) by the Hispanic Education Coalition of Palm Beach County;

60 xvii. one (1) by the Hispanic Human Resources Council;

61 xviii. one (1) by the Palm Beach County Council of PTAs;

62 xix. one (1) by the Palm Beach County Education Commission;

63 xx. one (1) by the Palm Beach County Human Rights Council;

64 xxi. one (1) by the Puerto Rican/Hispanic Chamber of Commerce for Palm
65 Beach County;

66 xxii. one (1) by the Urban League of Palm Beach County;

67 xxiii. one (1) by the West Palm Beach Chapter of the NAACP; and

68 xxiv. one (1) by the Women's Chamber of Commerce of Palm Beach County.

69 b. All persons nominated by an organization to the DDEC shall be submitted for
70 ratification by the Board.

71 c. Upon adoption of this policy, DDEC members shall be provided with a copy of
72 this policy and a copy of Board Policy 1.09 (Advisory committees to the
73 Board). Upon the appointment of an individual(s) to the DDEC, the
74 individual(s) shall be provided with a copy of this policy and Board Policy 1.09.

75 3. **Advisory Authority and Responsibility**

76 a. The DDEC is advisory to the Board and Superintendent, and its members
77 shall serve in a voluntary capacity.

78 b. The DDEC will involve parents, business partners, and stakeholders in
79 identifying the obstacles that impact upon the District's ability to provide equity
80 in practices and outcomes.

81 c. The DDEC will assist the Board and Superintendent in receiving feedback
82 from the District's stakeholders and in assessing progress towards diversity
83 and equity in academic, administrative and operational programs of the
84 District.

85 d. The DDEC shall: (i) identify culturally competent attitudes, behaviors, skill
86 sets, and policies of an effective multicultural organization; (ii) identify
87 constraints or challenges that affect the District's ability to achieve diversity, to
88 ensure equitable treatment of students and families, employees,
89 vendors/suppliers, and other community and business allies; and (iii) provide
90 recommendations that facilitate the prevention and elimination of such
91 constraints or challenges.

92 e. The DDEC shall review existing Board policies and District practices to ensure
93 that District policies and practices are inclusive, culturally appropriate and
94 equitable. The DDEC will receive input and statistical evidence, including
95 data, best practices and anecdotal information from staff and other sources
96 and provide advice and recommendations to the Board and Superintendent
97 on:

- 98 i. equity in academic outcomes for all groups of students;
- 99 ii. diversity of student body enrolled in higher level coursework, including
100 choice programs, dual enrollment, honors and advanced placement
101 courses and the steps taken to ensure equitable access to those
102 programs;
- 103 iii. diversity of student body in athletic and other extracurricular programs
104 and the steps taken to promote inclusive participation of all students;
- 105 iv. diversity of populations, related to high school graduation rates, discipline
106 referrals, placements in Exceptional Student Education, and enrollment in
107 District Pre-K programs particularly highlighting race, ethnicity, language
108 proficiency, and socioeconomic membership;
- 109 v. access to and support of rigorous curriculum content which includes
110 ~~multicultural and global education~~ the contributions and history of diverse
111 populations;
- 112 vi. culturally competent and inclusive school climate that encompasses
113 culturally and linguistically responsive family engagement;
- 114 vii. diversity in school/district employees across all levels of employment and
115 job responsibility, including leadership positions, to ensure community
116 populations are reflected equitably. The committee's review shall include
117 employment data, recruitment, mentoring, retention, promotion, and
118 employee discipline practices to ensure adherence to equal employment
119 opportunity standards. Contracting and procurement opportunities shall
120 also reflect equal opportunity standards; and
- 121 viii. any other diversity and/or equity issues related to the equitable and
122 inclusive practices of the District as requested by the Board or the
123 Superintendent.
- 124 f. The DDEC will recommend the implementation of ongoing professional
125 development that includes cultural competence, antiracism, and ethno-cultural
126 equity for all District employees. The professional development plan will also
127 include strategies for educators to prepare students in the development of
128 their own cultural competence and their successful participation in a global
129 society.
- 130 g. The DDEC will collaborate with relevant and appropriate District staff in the
131 design and implementation of a monitoring instrument to evaluate continuous
132 progress. The results of the evaluation will be used for reflection and
133 modification of practice.

- 134 h. The DDEC will not:
- 135 i. advise on the selection, transferring or disciplining of staff members, or
136 handle any incidences of harassment/EEOC complaints;
- 137 ii. participate in the selection of vendors or specific instructional materials; or
- 138 iii. override the recommendations of school-based school advisory councils
139 and parent/teacher associations.

140 4. **Committee Procedures, Operations, Reporting and Administrative Matters**

- 141 a. Meetings. The DDEC will hold its meetings consistent with the provisions of
142 Board Policy [1.09](#).
- 143 b. Operations, Procedures and Administrative Matters. The DDEC shall conduct
144 its meetings consistent with, and DDEC members shall abide by, the
145 provisions of Board Policy [1.09](#).
- 146 c. Reporting. Reports to the Board and Superintendent will be made by the
147 DDEC consistent with Board Policy [1.09](#).

148 5. **Duration of Charter.** This policy shall remain in effect until repealed or amended
149 by the Board.

150 STATUTORY AUTHORITY: Fla. Stat. §§ [1001.32\(2\)](#); [1001.41\(1\) & \(2\)](#); [1001.42\(25\)](#);
151 [1001.43\(10\)](#)

152 LAWS IMPLEMENTED: Fla. Stat. §§ [218.415](#); [1001.32\(2\)](#); [1001.41\(1\)](#); [1001.43\(2\) & \(10\)](#)

153 HISTORY: __/__/2012

Legal Signoff:

The Legal Department has reviewed proposed Policy 1.0971 and finds it legally sufficient for adoption by the Board.

Attorney

Date