



POLICY 1.0971

- 4A I recommend that the Board approve adoption of the proposed revised Policy 1.0971, entitled “District Diversity and Equity Committee.”

[Contact: Mike Burke, PX 48584]

Adoption

CONSENT ITEM

- This policy was approved for development at the June 4, 2014 School Board meeting.

When this policy was presented to the School Board for adoption, the Board did not adopt the policy. Board members recommended that groups appointing members be contacted and if any did not express an interest in participating with the Committee, they be deleted from the policy. Board members also expressed concern regarding the proposed revision that the quorum be set at 9 members.

Organizations that did not indicate they were interested in participating have now been deleted and the provision that the quorum be 9 members has been deleted.

The revisions to this policy include the following changes:

- At line 66, the Haitian Citizen United Taskforce Inc. name has been changed to Ayiti An Aksyon, Inc. (AAA).
- At line 73-74, the organization name has been corrected to: Haitian American Solidarity Center- PBC, Inc. (HASC).
- The following four organization had not indicated interest in participating and were deleted as appointing organizations:
 - Caribbean-American for Community Involvement, Inc
 - Glades Area NAACP
 - Hispanic Resources Council
 - Women's Chamber of Commerce of Palm Beach County
- Designated voting members were changed from twenty-four (24) to twenty-one (21) and these individuals are identified as coming from organizations and agencies serving a cross section of target groups reflecting the District's student demographics.
- Identifies the “Committee” in line 28 to include “District Diversity and Equity.”
- Subparagraph b to Section 4 reflects that the definition of quorum for the transaction of businesses changed from the majority of the full membership to a majority of the currently-appointed voting members (or their alternates if the member is not present) who are physically-present.

- Previously, one of the target groups, Palm Beach County Education Commission, was removed as an appointing group in line 73 and The Haitian American Solidarity Committee was added as a nominating organization.
- The Division of Blind Services of the Florida Department of Education is added as target group on line 82-83.
- Subparagraph b was added to Section 2, which allows these target organizations to nominate one alternate member who has the right to attend meetings but not count towards the quorum unless the member from the same organization is not present at the meeting.
- Subparagraph c was added to Section 2, which provides that members of the Committee must be residents of Palm Beach County, or have an office in Palm Beach County and providing services beneficial to the students of this County.
- Subparagraph c was added to Section 4, allowing the Committee to establish sub-committees and appoint its members and chair. The wording of the quorum for sub-committees has been revised and is also detailed in this section.
- Subparagraph e was added to Section 4, regarding the new attendance requirements of appointed Committee members and alternates.

POLICY 1.0971

District Diversity and Equity Committee

1
2
3 1. Purpose and Mission
4

5 The School Board of Palm Beach County (Board) is committed to a culture of
6 diversity and equity that reflects the voices, perspectives, and differences arising
7 from our diverse community and the world to ensure equity in the academic
8 success of all students.
9

10 The School Board believes that equity of opportunity and equity of access to our
11 programs, services, and resources is critical to the achievement of successful
12 outcomes. The School Board believes that appreciating human diversity,
13 developing a capacity for cultural competence and committing to equity and
14 inclusion will enable the District to fulfill its mission. Cultural competence requires
15 individuals and organizations to understand and respect differences. The District
16 will adopt procedures intended to achieve a diverse and equitable school
17 community inclusive of diversity of race, ethnicity, language, culture, gender,
18 gender identity or expression, sexual orientation, religious and spiritual beliefs, age,
19 and physical and learning abilities. Diversity includes diversity of thought, diversity
20 of values, and diversity of perspectives. For students to respect and value diversity,
21 they must experience adults who are reflective of the varied cultures and
22 backgrounds that make up our community and nation. The District seeks to recruit
23 and to retain employees that reflect a culturally rich and diverse perspective.
24

25 The School Board of Palm Beach County recognizes and values the diversity of
26 our students and families, employees, and business/community partners. We are
27 committed to a culture of diversity, equity and collaboration which contributes to the
28 achievement of all students. The District Diversity and Equity Committee will review
29 and provide strategies for evaluation and accountability of all policies and
30 procedures.
31

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

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

43 shall reflect the diversity of the student population. The Committee shall be
44 governed by this policy, as set forth herein.

45
46 2. Composition; Appointment

47
48 a. The DDEC shall be comprised of ~~24~~ 21 voting members who shall be
49 nominated from the following organizations and agencies that serve a wide
50 cross section of target groups that reflect the District's student demographics
51 as follows:

- 52 i. one (1) by ASPIRA of Palm Beach County;
- 53 ii. one (1) by the Black Chamber of Commerce of Palm Beach County;
- 54 ~~iii. one (1) by the Caribbean-American for Community Involvement, Inc.;~~
- 55 ~~iii. iv.~~ one (1) by the Center for Autism and Related Disabilities (CARD) at
56 Florida Atlantic University;
- 57 ~~iv. v.~~ one (1) by the Coalition for Black Student Achievement;
- 58 ~~v. vi.~~ one(1) by Compass, Inc.;
- 59 ~~vi. vii.~~ one (1) by the Economic Council of Palm Beach County;
- 60 ~~vii. viii.~~ one (1) by the El Sol Jupiter's Neighborhood Resource Center, Inc.;
- 61 ~~viii. ix.~~ one (1) by the District's ESE Advisory Committee;
- 62 ~~ix. x.~~ one (1) by For the Children, Inc.;
- 63 ~~xi. one (1) by the Glades Area Branch NAACP;~~
- 64 ~~x. xii.~~ one (1) by the Gold Coast Down Syndrome Organization;
- 65 ~~xi. xiii.~~ one (1) by the Guatemalan-Maya Center, Inc.;
- 66 ~~xii. xiv.~~ one (1) by the ~~Haitian Citizen's United Task Force, Inc.;~~ Ayiti An
67 Aksyon, Inc. (AAA), f/n/a Haitian Citizen's United Task Force, Inc.;
- 68 ~~xiii. xv.~~ one (1) by the Hispanic Chamber of Commerce of Palm Beach
69 County;
- 70 ~~xiv. xvi.~~ one (1) by the Hispanic Education Coalition of Palm Beach County;
- 71 ~~xvii. one (1) by the Hispanic Human Resources Council;~~
- 72 ~~xv. xviii.~~ one (1) by the Palm Beach County Council of PTAs;
- 73 ~~xvi. xix.~~ one (1) by the ~~Palm Beach County Education Commission-~~ Haitian
74 American Solidarity Committee Center – PBC, Inc. (HASC);
- 75 ~~xvii. xx.~~ one (1) by the Palm Beach County Human Rights Council;
- 76 ~~xviii. xxi.~~ one (1) by the Puerto Rican/Hispanic Chamber of Commerce for
77 Palm Beach County;
- 78 ~~xix. xxii.~~ one (1) by the Urban League of Palm Beach County;
- 79 ~~xx. xxiii.~~ one (1) by the West Palm Beach Chapter of the NAACP; and
- 80 ~~xxiv. one (1) by the Women's Chamber of Commerce of Palm Beach~~
81 ~~County; and~~
- 82 ~~xxi. xxv.~~ one (1) by the Division of Blind Services of the Florida Department
83 of Education.

84 b. All of these organizations may also nominate one alternate member. Alternate
85 members have a right to attend and participate at all meetings but do not
86 count towards the quorum or have the right to vote while the member from that

- 87 organization is present at the meeting. If the member is not present, the
88 alternate is a voting member for that meeting and counts towards the quorum.
89 c. All members and alternate members must be residents of Palm Beach County,
90 or persons with an office in Palm Beach County and providing services
91 deemed beneficial to the students of Palm Beach County.
92 d. All persons nominated by an organization to the DDEC shall be submitted for
93 ratification by the Board.
94 e. ~~Upon adoption of this policy, DDEC members shall be provided with a copy of~~
95 ~~this policy and a copy of Board Policy 1.09 (Advisory committees to the~~
96 ~~Board).~~ Upon the appointment of a DDEC member or alternate member an
97 individual(s) to the DDEC, the individual(s) shall be provided with a copy of
98 this policy and Board Policy 1.09.
99

100 3. Advisory Authority and Responsibility

- 101
102 a. The DDEC is advisory to the Board and Superintendent, and its members
103 shall serve in a voluntary capacity.
104 b. The DDEC will involve parents, business partners, and stakeholders in
105 identifying the obstacles that impact upon the District's ability to provide equity
106 in practices and outcomes.
107 c. The DDEC will assist the Board and Superintendent in receiving feedback
108 from the District's stakeholders and in assessing progress towards diversity
109 and equity in academic, administrative and operational programs of the
110 District.
111 d. The DDEC shall: (i) identify culturally competent attitudes, behaviors, skill sets,
112 and policies of an effective multicultural organization; (ii) identify constraints or
113 challenges that affect the District's ability to achieve diversity, to ensure
114 equitable treatment of students and families, employees, vendors/suppliers,
115 and other community and business allies; and (iii) provide recommendations
116 that facilitate the prevention and elimination of such constraints or challenges.
117 e. The DDEC shall review existing Board policies and District practices to ensure
118 that District policies and practices are inclusive, culturally appropriate and
119 equitable. The DDEC will receive input and statistical evidence, including data,
120 best practices and anecdotal information from staff and other sources and
121 provide advice and recommendations to the Board and Superintendent on:
122 i. equity in academic outcomes for all groups of students;
123 ii. diversity of student body enrolled in higher level coursework, including
124 choice programs, dual enrollment, honors and advanced placement
125 courses and the steps taken to ensure equitable access to those
126 programs;
127 iii. diversity of student body in athletic and other extracurricular programs
128 and the steps taken to promote inclusive participation of all students;
129 iv. diversity of populations, related to high school graduation rates,
130 discipline referrals, placements in Exceptional Student Education, and

- 131 enrollment in District Pre-K programs particularly highlighting race,
132 ethnicity, language proficiency, and socioeconomic membership;
133 v. access to and support of rigorous curriculum content which includes
134 the contributions and history of diverse populations;
135 vi. culturally competent and inclusive school climate that encompasses
136 culturally and linguistically responsive family engagement;
137 vii. diversity in school/district employees across all levels of employment
138 and job responsibility, including leadership positions, to ensure
139 community populations are reflected equitably. The committee's review
140 shall include employment data, recruitment, mentoring, retention,
141 promotion, and employee discipline practices to ensure adherence to
142 equal employment opportunity standards. Contracting and procurement
143 opportunities shall also reflect equal opportunity standards; and
144 viii. any other diversity and/or equity issues related to the equitable and
145 inclusive practices of the District as requested by the Board or the
146 Superintendent.
- 147 f. The DDEC will recommend the implementation of ongoing professional
148 development that includes cultural competence, antiracism, and ethno-cultural
149 equity for all District employees. The professional development plan will also
150 include strategies for educators to prepare students in the development of
151 their own cultural competence and their successful participation in a global
152 society.
- 153 g. The DDEC will collaborate with relevant and appropriate District staff in the
154 design and implementation of a monitoring instrument to evaluate continuous
155 progress. The results of the evaluation will be used for reflection and
156 modification of practice.
- 157 h. The DDEC will not:
- 158 i. advise on the selection, transferring or disciplining of staff members, or
159 handle any incidents of harassment/EEOC complaints;
- 160 ii. participate in the selection of vendors or specific instructional materials;
161 or
- 162 iii. override the recommendations of school-based school advisory
163 councils and parent/teacher associations.

164 ~~4. Advisory Authority and Responsibility~~

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

- 166 a. *Meetings.* The DDEC will hold its meetings consistent with the provisions of
167 Board Policy 1.09, except as stated herein.
- 168 b. A quorum for meetings of the entire DDEC will require that a majority of the,
169 currently-appointed voting members be physically-present. If the member from
170 an organization is not present, this would include the alternate from that
171 organization.
- 172 c. The DDEC may establish sub-committees and appoint its members and chair.
173 These subcommittees will have the authority to research issues within the

174 jurisdiction of the DDEC, make findings and make recommendations to the
175 DDEC. For meetings of sub-committees of the DDEC, the quorum shall be a
176 majority of the DDEC subcommittee members (or their alternates, if the
177 member is not present) are physically-present and their meetings must be in
178 the Sunshine.

- 179 d. *Operations, Procedures and Administrative Matters.* The DDEC shall conduct
180 its meetings consistent with, and DDEC members and alternate members
181 shall abide by, the provisions of Board [Policy 1.09](#), except as stated herein.
182 e. If the member and any alternate member for that appointing organization are
183 not present for three (3) meetings during the calendar year so that the
184 organization is not represented at those meetings, absent the Chair granting
185 compassionate leave due to personal, business or familial exigency, or other
186 good cause, the Committee member and alternate will be automatically
187 removed. Appropriate staff shall then notify in a timely manner the appointer
188 of the vacancy and the need for a replacement DDEC member and alternate.
189 A periodic report will be made by the Chair to the Board regarding the
190 attendance of appointed Committee members and alternates.
191 f. *Reporting.* Reports to the Board and Superintendent will be made by the
192 DDEC consistent with Board Policy 1.09.

- 193
194 5. **Duration of Charter.** This policy shall remain in effect until repealed or amended
195 by the Board.

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198 STATUTORY AUTHORITY: Fla. Stat. §§ [1001.32\(2\)](#); [1001.41\(1\) & \(2\)](#); [1001.42\(27\)](#);
199 [1001.43\(10\)](#)

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201 LAWS IMPLEMENTED: Fla. Stat. §§ [218.415](#); [1001.32\(2\)](#); [1001.41\(1\)](#); [1001.43\(2\) &](#)
202 [\(10\)](#)

203
204 HISTORY: 4/18/2012; [7/30/14](#).

Legal Signoff:

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

Bruce A. Harris
Attorney

7/1/14
Date