



POLICY 1.0971

5-A I recommend that the Board approve development of the proposed **new** Policy 1.0971, entitled “District Diversity Committee.”

[Contact: Judith Klinek, PX46888; Joseph Sanches, PX47573, Mike Burke, PX47516. Wayne Gent.]

Development

CONSENT ITEM

- The proposed policy creates the District Diversity Committee, a new advisory committee to the Board and Superintendent.
- The policy proposes a committee consisting of 23 members, with three (3) appointments per Board member and two (2) appointments by the Superintendent. 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:
 - 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 of student body in district Pre-K programs;
 - 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 COMMITTEE

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3 1. **Purpose and Mission.** The School Board of Palm Beach County (Board)
4 believes that one of the many goals of an excellent educational system is the
5 successful preparation of all its students as responsible adults in a dynamic and
6 ever changing society. An important component is that of diversity. Diversity
7 requires all students to understand and respect differences: differences in race,
8 culture, religion, gender, abilities and socioeconomic factors. But diversity is also
9 about diversity of thought, diversity of values, and diversity of perspectives. For
10 students to respect and value diversity, they must experience adult workers who
11 are reflective of the varied cultures and backgrounds that make up our community
12 and nation.

13 In support of quality education for the benefit of all District students, the Board and
14 Superintendent recognize and embrace the diversity of the students in our District.
15 Likewise, the District seeks to recruit and to retain employees who reflect a
16 culturally rich and diverse perspective.

17 Furthermore, the Board believes it is insufficient for the District to provide equal
18 opportunity in its employment and to prohibit discrimination throughout the
19 administration of its human resource policies and practices. The District also has
20 an obligation to promote equal opportunity in all of its business practices and to
21 ensure that those it does business with will do likewise. Because the District is a
22 public institution operating through the use of public funds, it reserves the right to
23 require those entering into public contracts with the District be in compliance with
24 all federal, state and local laws which prohibit illegal discrimination.

25 To assist the Board and Superintendent in receiving feedback from the District's
26 stakeholders about the state of the diversity in academic and operational programs
27 of the District, a District Diversity Committee (DDC or Committee) is created as an
28 advisory committee to the Board and Superintendent. The Committee shall be
29 governed by this policy, as set forth herein.

- 30 2. **Composition; Appointment**

- 31 a. The DDC shall be comprised of 23 voting members who shall be appointed as
32 follows:
33 i. Three (3) to be appointed by each Board member; and
34 ii. Two (2) to be appointed by the Superintendent.

35 b. All persons nominated by an organization to the DDC shall be submitted for
36 ratification by the Board.

37 c. Upon adoption of this policy, DDC members shall be provided with a copy of
38 this policy and a copy of Board Policy 1.09 (Advisory Committees to the
39 Board). Upon the appointment of an individual(s) to an advisory committee,
40 the individual(s) shall be provided with a copy of this policy and Board Policy
41 1.09.

42 3. **Advisory Authority and Responsibility.**

43 a. The DDC is advisory to the Board and Superintendent, and its members shall
44 serve in a voluntary capacity.

45 b. The DDC would serve the purpose of involving parents, business partners,
46 and stakeholders in reviewing the numerous elements that impact upon the
47 District's ability to provide equity, diversity and access to all of the District's
48 students and provide them with the knowledge, skills and ethics required for
49 responsible citizenship and productive employment.

50 c. The DDC will assist the Board and Superintendent in receiving feedback from
51 the District's stakeholders about the state of the diversity in academic,
52 administrative and operational programs of the District.

53 d. The DDC shall identify constraints or challenges, if any, that may affect the
54 District's ability to achieve diversity, and provide recommendations that may
55 facilitative the elimination, minimization or prevention of such constraints or
56 challenges.

57 e. The DDC will review the effectiveness of existing Board policies and District
58 practices related to diversity and make recommendations to the Board and
59 Superintendent of methods of enhancing the effectiveness of such policies
60 and practices.

61 f. The DDC will receive input and statistical evidence from staff and other
62 sources and provide advice and recommendations to the Board and
63 Superintendent on:

64 i. diversity of student body enrolled in higher level coursework;

65 ii. diversity of student body in athletic and other extracurricular programs;

66 iii. monitoring diverse populations in district graduation rates;

67 iv. diversity of student body in district Pre-K programs;

- 68 v. diversity in school/district staff members:
- 69 vi. diversity in school/district leadership positions:
- 70 vii. diversity in business practices related to contracting and procurement;
- 71 viii. any other diversity issues of the District as requested by the Board or the
72 Superintendent.
- 73 g. The DDC will not:
- 74 i. advise on the selection, transferring or disciplining of staff members, or
75 handle any incidences of harassment/EEOC complaints;
- 76 ii. participate in the selection of vendors or specific instructional materials; or
- 77 iii. override the recommendations of school-based school advisory councils
78 and parent/teacher associations.

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

- 80 a. Meetings. The DDC will hold its meetings consistent with the provisions of
81 Board Policy [1.09](#).
- 82 b. Operations, Procedures and Administrative Matters. The DDC shall conduct
83 its meetings consistent with, and DDC members shall abide by, the provisions
84 of Board Policy [1.09](#).
- 85 c. Reporting. Reports to the Board and Superintendent will be made by the
86 DDC consistent with Board Policy [1.09](#).

87 5. **Duration of Charter.** – This policy shall remain in effect until repealed or amended
88 by the Board.

89 STATUTORY AUTHORITY: Fla. Stat. §§ [1001.32\(2\)](#); [1001.41\(1\) & \(2\)](#); [1001.42\(25\)](#);
90 [1001.43\(10\)](#)

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

92 HISTORY: __/__/2011

Legal Signoff:

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

Attorney

Date