



POLICY 1.0971

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

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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 20 voting members nominated by various organizations within the community. 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 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 The School Board of Palm Beach County recognizes and values the diversity of
14 our students and families, employees, and business/community partners. We are
15 committed to a culture of diversity and collaboration that reflects the voices and
16 perspectives which contribute to achievement for all our students. In support of
17 quality education for the benefit of all District students, the Board and
18 Superintendent recognize and embrace the diversity of the students in our District.
19 Likewise, the District seeks to recruit and to retain employees who reflect a
20 culturally rich and diverse perspective.

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

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

- 34 2. **Composition; Appointment**

35 a. The DDC shall be comprised of 20 voting members who shall be nominated as
36 follows:

- 37 i. one (1) by the Palm Beach County Council of PTAs;
- 38 ii. one (1) by the West Palm Beach Chapter of the NAACP;
- 39 iii. one (1) by the Haitian Citizen's United Task Force, Inc.
- 40 iv. one (1) by the Hispanic Human Resources Council;
- 41 v. one (1) by the District's ESE Advisory Committee;
- 42 vi. one (1) by the Black Chamber of Commerce of Palm Beach County;
- 43 vii. one (1) by the Palm Beach County Education Commission;
- 44 viii. one (1) by the Women's Chamber of Commerce of Palm Beach County;
- 45 ix. one (1) by the Hispanic Education Coalition of Palm Beach County;
- 46 x. one (1) by the Hispanic Chamber of Commerce of Palm Beach County;
- 47 xi. one (1) by the Coalition for Black Student Achievement;
- 48 xii. one (1) by the Puerto Rican/Hispanic Chamber of Commerce for Palm
- 49 Beach County;
- 50 xiii. one (1) by the Caribbean-American for Community Involvement, Inc.
- 51 xiv. one (1) by the Economic Council of Palm Beach County;
- 52 xv. one (1) by the Guatemalan-Maya Center, Inc.;
- 53 xvi. one (1) by For the Children, Inc.,
- 54 xvii. one (1) by the Glades Area Branch NAACP;
- 55 xviii. one (1) by the El Sol Jupiter's Neighborhood Resource Center, Inc.;
- 56 xix. one (1) by the Urban League of Palm Beach County; and
- 57 xx. one (1) by the Palm Beach County Human Rights Council.
- 58 b. All persons nominated by an organization to the DCC shall be submitted for
- 59 ratification by the Board.
- 60 c. Upon adoption of this policy, DDC members shall be provided with a copy of
- 61 this policy and a copy of Board Policy 1.09 (Advisory committees to the
- 62 Board). Upon the appointment of an individual(s) to an advisory committee,

63 the individual(s) shall be provided with a copy of this policy and Board Policy
64 [1.09](#).

65 3. **Advisory Authority and Responsibility.**

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

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

73 c. The DDC will assist the Board and Superintendent in receiving feedback from
74 the District's stakeholders about the state of the diversity-related issues in
75 academic, administrative and operational programs of the District.

76 d. The DDC shall: (i) identify culturally competent attitudes, behaviors, skill sets,
77 and policies of an effective multicultural organization; (ii) identify constraints or
78 challenges, if any, that may affect the District's ability to achieve diversity, to
79 ensure equitable treatment of students and families, employees,
80 vendors/suppliers, and other community and business allies; and (iii) provide
81 recommendations that may facilitate the elimination, diminishment or
82 prevention of such constraints or challenges.

83 e. The DDC will review the effectiveness of existing Board policies and District
84 practices related to diversity and make recommendations to the Board and
85 Superintendent of methods of enhancing the effectiveness of such policies
86 and practices.

87 f. The DDC will receive input and statistical evidence, including data, best
88 practices and anecdotal information from staff and other sources and provide
89 advice and recommendations to the Board and Superintendent on:

90 i. diversity of student body enrolled in higher level coursework, including
91 magnet, dual enrollment, honors and advanced placement courses and
92 the steps taken to ensure equitable access to those programs;

93 ii. diversity of student body in athletic and other extracurricular programs
94 and the steps taken to promote inclusive participation of all students;

95 iii. monitoring diverse populations, related to high school graduation rates,
96 particularly highlighting race, ethnicity, English Language Learners, and
97 socioeconomic membership; discipline referrals, and referrals for
98 Exceptional Student Education placements; and enrollment in District

99 Pre-K programs, ensuring recommendations for systemic inclusive,
100 equitable behaviors.

101 iv. diversity in school/district staff members across all levels of employment
102 and job responsibility, including leadership positions, to ensure
103 community populations are reflected in school/district employment and
104 leadership positions. The committee's review may consist of a review of
105 recruitment, mentoring, retention, promotion, employee discipline
106 practices to ensure equitable and culturally competent standards.

107 v. diversity in business practices related to contracting and procurement
108 opportunities.

109 vi. any other diversity issues related to equitable and inclusive practices of
110 the District as requested by the Board or the Superintendent.

111 g. The DDC will not:

112 i. advise on the selection, transferring or disciplining of staff members, or
113 handle any incidences of harassment/EEOC complaints;

114 ii. participate in the selection of vendors or specific instructional materials; or

115 iii. override the recommendations of school-based school advisory councils
116 and parent/teacher associations.

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

118 a. Meetings. The DDC will hold its meetings consistent with the provisions of
119 Board Policy [1.09](#).

120 b. Operations, Procedures and Administrative Matters. The DDC shall conduct
121 its meetings consistent with, and DDC members shall abide by, the provisions
122 of Board Policy [1.09](#).

123 c. Reporting. Reports to the Board and Superintendent will be made by the
124 DDC consistent with Board Policy [1.09](#).

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

127 STATUTORY AUTHORITY: Fla. Stat. §§ [1001.32\(2\)](#); [1001.41\(1\) & \(2\)](#); [1001.42\(25\)](#);
128 [1001.43\(10\)](#)

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

130 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