



## POLICY 1.0971

**5-A** I recommend the Board approve development of the proposed **new** Policy 1.0971, entitled "District Diversity and Equity Committee."

[Contact: Judith Klinek, PX46888]

### Development

### CONSENT ITEM

- The proposed policy creates the District Diversity and Equity Committee, a new advisory committee to the Board and Superintendent.
- The policy proposes a committee consisting of at least 21 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 AND EQUITY COMMITTEE**

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3 1. **Purpose and Mission**

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

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

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

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

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

38 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 21 voting members who shall be nominated  
42 as follows:

- 43 i. one (1) by the Palm Beach County Council of PTAs;
- 44 ii. one (1) by the West Palm Beach Chapter of the NAACP;
- 45 iii. one (1) by the Haitian Citizen's United Task Force, Inc.;
- 46 iv. one (1) by the Hispanic Human Resources Council;
- 47 v. one (1) by the District's ESE Advisory Committee;
- 48 vi. one (1) by the Black Chamber of Commerce of Palm Beach County;
- 49 vii. one (1) by the Palm Beach County Education Commission;
- 50 viii. one (1) by the Women's Chamber of Commerce of Palm Beach County;
- 51 ix. one (1) by the Hispanic Education Coalition of Palm Beach County;
- 52 x. one (1) by the Hispanic Chamber of Commerce of Palm Beach County;
- 53 xi. one (1) by the Coalition for Black Student Achievement;
- 54 xii. one (1) by the Puerto Rican/Hispanic Chamber of Commerce for Palm  
55 Beach County;
- 56 xiii. one (1) by the Caribbean-American for Community Involvement, Inc.;
- 57 xiv. one (1) by the Economic Council of Palm Beach County;
- 58 xv. one (1) by the Guatemalan-Maya Center, Inc.;
- 59 xvi. one (1) by For the Children, Inc.;
- 60 xvii. one (1) by the Glades Area Branch NAACP;
- 61 xviii. one (1) by the El Sol Jupiter's Neighborhood Resource Center, Inc.;
- 62 xix. one (1) by the Urban League of Palm Beach County;

- 63 xx. one (1) by the Palm Beach County Human Rights Council; and  
64 xxi. one (1) by ASPIRA of Palm Beach County.
- 65 b. All persons nominated by an organization to the DDEC shall be submitted for  
66 ratification by the Board.
- 67 c. Upon adoption of this policy, DDEC members shall be provided with a copy of  
68 this policy and a copy of Board Policy 1.09 (Advisory committees to the  
69 Board). Upon the appointment of an individual(s) to the DDEC, the  
70 individual(s) shall be provided with a copy of this policy and Board Policy 1.09.
- 71 3. **Advisory Authority and Responsibility**
- 72 a. The DDEC is advisory to the Board and Superintendent, and its members  
73 shall serve in a voluntary capacity.
- 74 b. The DDEC will involve parents, business partners, and stakeholders in  
75 identifying the obstacles that impact upon the District's ability to provide equity  
76 in practices and outcomes.
- 77 c. The DDEC will assist the Board and Superintendent in receiving feedback  
78 from the District's stakeholders and in assessing progress towards diversity  
79 and equity in academic, administrative and operational programs of the  
80 District.
- 81 d. The DDEC shall: (i) identify culturally competent attitudes, behaviors, skill  
82 sets, and policies of an effective multicultural organization; (ii) identify  
83 constraints or challenges that affect the District's ability to achieve diversity, to  
84 ensure equitable treatment of students and families, employees,  
85 vendors/suppliers, and other community and business allies; and (iii) provide  
86 recommendations that facilitate the prevention and elimination of such  
87 constraints or challenges.
- 88 e. The DDEC shall review existing Board policies and District practices to ensure  
89 that District policies and practices are inclusive, culturally appropriate and  
90 equitable. The DDEC will receive input and statistical evidence, including  
91 data, best practices and anecdotal information from staff and other sources  
92 and provide advice and recommendations to the Board and Superintendent  
93 on:
- 94 i. equity in academic outcomes for all groups of students;
- 95 ii. diversity of student body enrolled in higher level coursework, including  
96 choice programs, dual enrollment, honors and advanced placement  
97 courses and the steps taken to ensure equitable access to those

- 98                    programs:
- 99                    iii. diversity of student body in athletic and other extracurricular programs  
100                    and the steps taken to promote inclusive participation of all students;
- 101                    iv. diversity of populations, related to high school graduation rates, discipline  
102                    referrals, placements in Exceptional Student Education, and enrollment in  
103                    District Pre-K programs particularly highlighting race, ethnicity, language  
104                    proficiency, and socioeconomic membership;
- 105                    v. access to and support of rigorous curriculum content which includes  
106                    multicultural and global education;
- 107                    vi. culturally competent and inclusive school climate that encompasses  
108                    culturally and linguistically responsive family engagement;
- 109                    vii. diversity in school/district employees across all levels of employment and  
110                    job responsibility, including leadership positions, to ensure community  
111                    populations are reflected equitably. The committee's review shall include  
112                    employment data, recruitment, mentoring, retention, promotion, and  
113                    employee discipline practices to ensure adherence to equal employment  
114                    opportunity standards. Contracting and procurement opportunities shall  
115                    also reflect equal opportunity standards; and
- 116                    viii. any other diversity and/or equity issues related to the equitable and  
117                    inclusive practices of the District as requested by the Board or the  
118                    Superintendent.
- 119                    f. The DDEC will recommend the implementation of ongoing professional  
120                    development that includes cultural competence, antiracism, and ethno-cultural  
121                    equity for all District employees. The professional development plan will also  
122                    include strategies for educators to prepare students in the development of  
123                    their own cultural competence and their successful participation in a global  
124                    society.
- 125                    g. The DDEC will collaborate with relevant and appropriate District staff in the  
126                    design and implementation of a monitoring instrument to evaluate continuous  
127                    progress. The results of the evaluation will be used for reflection and  
128                    modification of practice.
- 129                    h. The DDEC will not:
- 130                    i. advise on the selection, transferring or disciplining of staff members, or  
131                    handle any incidences of harassment/EEOC complaints;
- 132                    ii. participate in the selection of vendors or specific instructional materials; or

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

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

136       a. Meetings. The DDEC will hold its meetings consistent with the provisions of  
137       Board Policy 1.09.

138       b. Operations, Procedures and Administrative Matters. The DDEC shall conduct  
139       its meetings consistent with, and DDEC members shall abide by, the  
140       provisions of Board Policy 1.09.

141       c. Reporting. Reports to the Board and Superintendent will be made by the  
142       DDEC consistent with Board Policy 1.09.

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

145   STATUTORY AUTHORITY: Fla. Stat. §§ [1001.32\(2\)](#); [1001.41\(1\) & \(2\)](#); [1001.42\(25\)](#);  
146   [1001.43\(10\)](#)

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

148   HISTORY: \_\_/\_\_/2012

Legal Signoff:

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

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Attorney

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Date