

DIVERSITY, EQUITY, AND INCLUSION IN EDUCATION

The Katonah-Lewisboro School District Board of Education believes that the most diverse and inclusive environment is the most effective and equitable learning environment for all students. As a result, the Board of Education is committed to providing a positive, safe, welcoming learning environment in which all students are free from discrimination¹ and benefit from inclusive practices and a shared commitment to recognize, understand, and systematically address disparate educational experiences and student outcomes where they may exist.

In furtherance of the Board of Education's commitment to fostering an inclusive culture, equitable allocation of resources, and the elimination of barriers to education, the Superintendent of Schools or designee(s) shall:

- Engage in ongoing examination and continual improvement of the learning environment and instructional materials to ensure equitable access, inclusive practices, and a welcoming environment for all students, staff, parents, and community members;
- develop individual and organizational knowledge, skills, and practices to create a culturally responsive and affirming environment in which all students have opportunity to reach their fullest potential;
- prioritize understanding and addressing biases, barriers, and disparities that may impede a student's ability to reach their fullest potential;
- review District policies and practices to ensure equity and access for all students, with an intentional focus on vulnerable and marginalized populations;
- design hiring practices that work towards diversifying the applicant pool for all district vacancies and implement anti-bias protocols in the hiring process;
- include budgetary support for this policy, including professional development, staffing, curriculum resources and programmatic experiences.

The Superintendent or designee(s) will work to ensure that curriculum, instructional materials and practices, and extracurricular programs reflect the District's commitment to diversity, equity, and inclusion. Educational materials and experiences should reflect a range of perspectives and experiences, including those of historically underrepresented groups.

The Superintendent will create practices to implement this policy and will report on progress to the Board of Education at least annually.

First Reading: May 19, 2022
Second Reading: June 2, 2022
Third Reading & Adoption: June 16, 2022

¹ Katonah-Lewisboro DASA Policy 0116