



Equity & Diversity Department

Understanding Equity & Diversity

Ground Rules/Norms

Four Agreements

(from Courageous Conversations)

- Stay Engaged
- Speak YOUR Truth
- Experience Discomfort
- Expect and Accept Non-Closure



Non Discrimination Policy

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA (HEREINAFTER REFERRED TO AS "THE BOARD") SHALL NOT DISCRIMINATE AGAINST STUDENTS, PARENTS OR GUARDIANS OF STUDENTS, EMPLOYEES, APPLICANTS, CONTRACTORS, OR INDIVIDUALS PARTICIPATING IN SCHOOL BOARD SPONSORED ACTIVITIES. THE SCHOOL BOARD IS COMMITTED TO THE PROVISION OF EQUAL ACCESS IN ALL STUDENT, EMPLOYMENT, AND BUSINESS PROGRAMS, ACTIVITIES, SERVICES, AND OPERATIONS THAT ARE OPERATED OR PROVIDED DIRECTLY BY THE BOARD, AS WELL AS THOSE OPERATED OR PROVIDED BY ANOTHER ENTITY ON BEHALF OF THE BOARD UNDER CONTRACTUAL OR OTHER ARRANGEMENTS. THIS POLICY IS ESTABLISHED TO PROVIDE AN ENVIRONMENT FREE FROM DISCRIMINATION AND HARASSMENT BASED UPON AGE, COLOR, DISABILITY, GENDER IDENTITY, GENDER EXPRESSION, GENETIC INFORMATION, MARITAL STATUS, NATIONAL ORIGIN, RACE, RELIGION, SEX OR SEXUAL ORIENTATION.



Broward County Public Schools Equity & Diversity Department

The Equity & Diversity Department mission is to address persistent educational and opportunity gaps faced by students based on socioeconomic standing, race, gender, ethnicity, language or disability. Equity in education ensures that all children are able to reach their full potential.



INSERT TITLE

Our Goal

- Decrease disproportionality and increase access for underrepresented groups
- Increase District awareness and collaboration around equitable practices
- Increase positive mentoring for all students
- Increase positive and fair hiring practices



Services ,Curriculum, and Mandates

Courageous Conversations

LGBTQ Health & Safety

Mental Health & Wellness

Sexual Health

Youth Mentoring



African American and Contributions to the U.S.

Comparative Religions

Haitian Heritage

Hispanic Heritage

Holocaust

Women's Contributions to the U.S.



What is Equity & Diversity?

Equity means that every student is provided the support and resources they *individually* need to accomplish the *same end goal*: graduation and college- and career-readiness. The end-goal for all students is the same, but the *process* to get there *differs*.

Diversity is the presence of difference within a given setting. You can have, for example, a diversity of species within an ecosystem, a diversity of clothing brands in your closet, or a diversity of opinion or experiences.



Through the Lens of Equity & Diversity



For any policy, program, practice, or decision, consider:

- What racial/ ethnic groups are affected/ impacted?
- Does the program or situation ignore or worsen existing disparities?
- How are stakeholders involved?
- What are the barriers to more equitable outcomes?
- How will negative impacts/ barriers be mitigated?



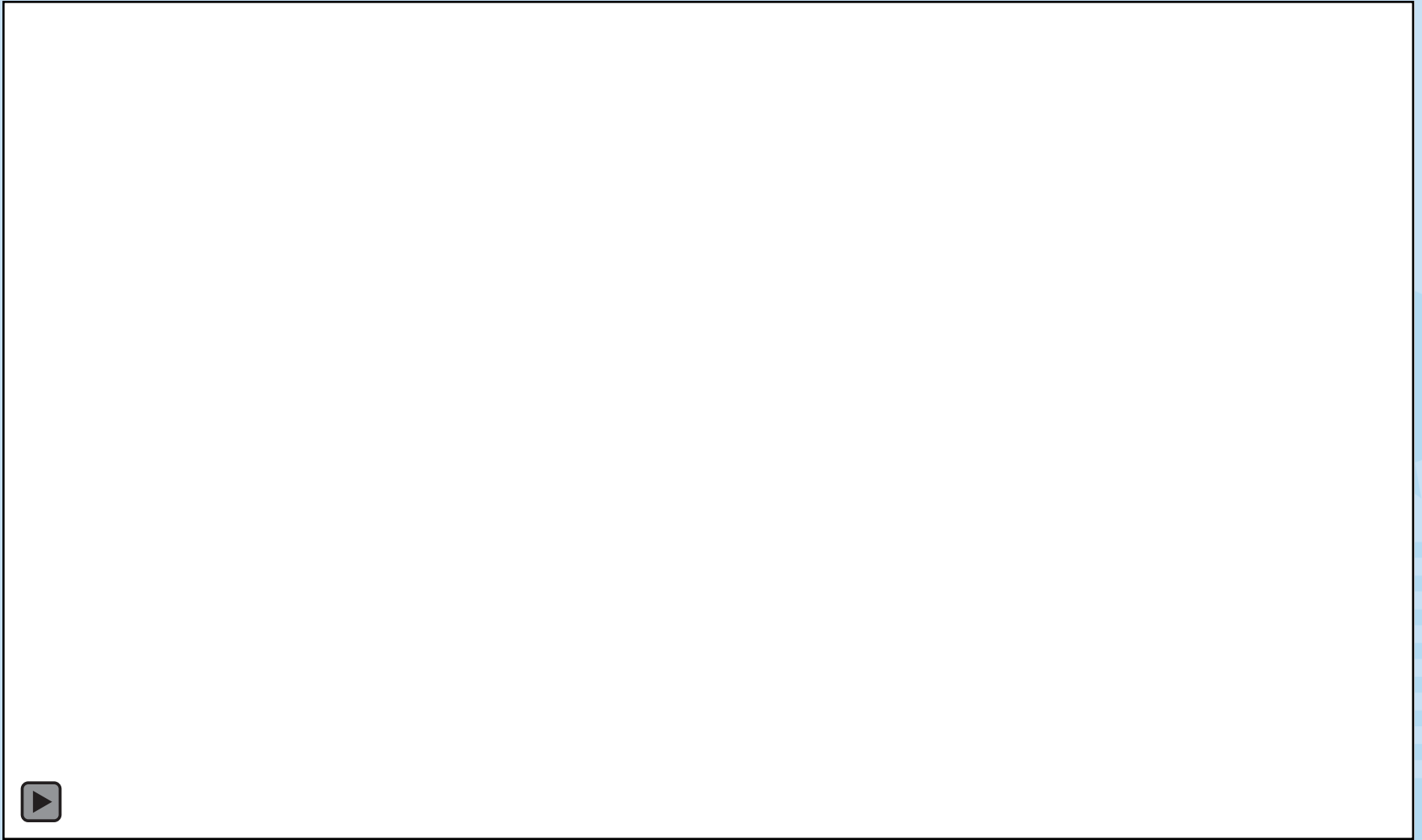
Broward County Public Schools Demographics & Student Assignments (Handouts)



Equity & Diversity Framework

Educational Equity: Is when educators provide all students with the individual support they need to reach and exceed a common standard. How can you help educators reach the goal of educational equity?





Equity Framework

Relationships: help the student believe in the teacher's high expectations, engage with the rigorous curriculum, and respond to the relevancy of the learning.

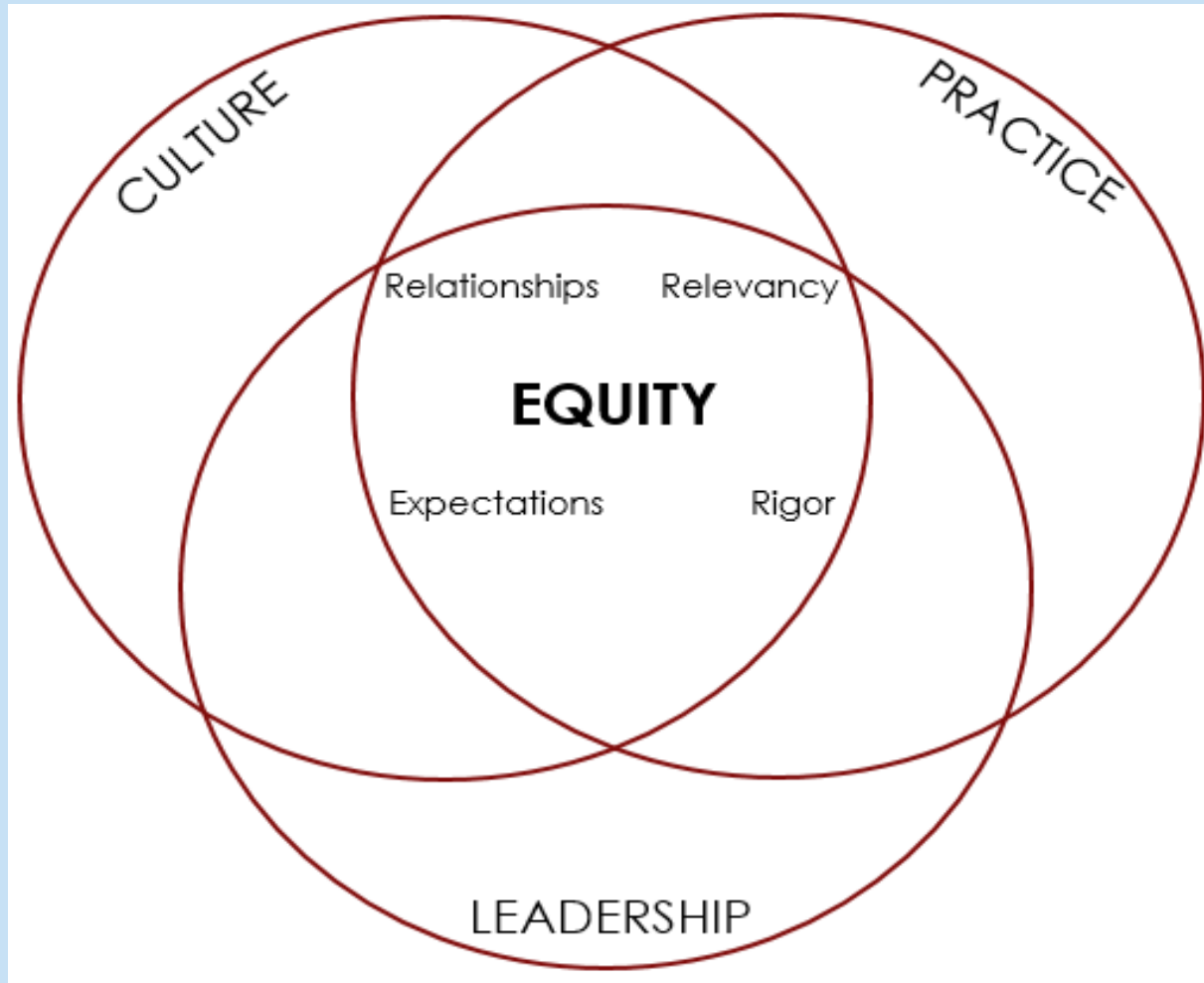
Relevancy: connects the learner with the instruction and curriculum (content that is familiar and/or of interest to students, so that students are motivated to engage in the learning process).

Expectations: set the bar high for achievement (establish and maintain a culture of high expectations for every student, because every student is capable of learning).

Rigor: provides the skills and learning the student needs to succeed (high caliber skills and learning take place because it is what students require to obtain academic success).



Equity Framework



Equity Framework

What are words or phrases that describe/define what Culture, Practice, and Leadership look like?

CULTURE

PRACTICE

LEADERSHIP

Relationships

Relevancy

Rigor

Expectations



*How can you create
an environment in
your school culture
that shows your
understanding of
Equity & Diversity?*

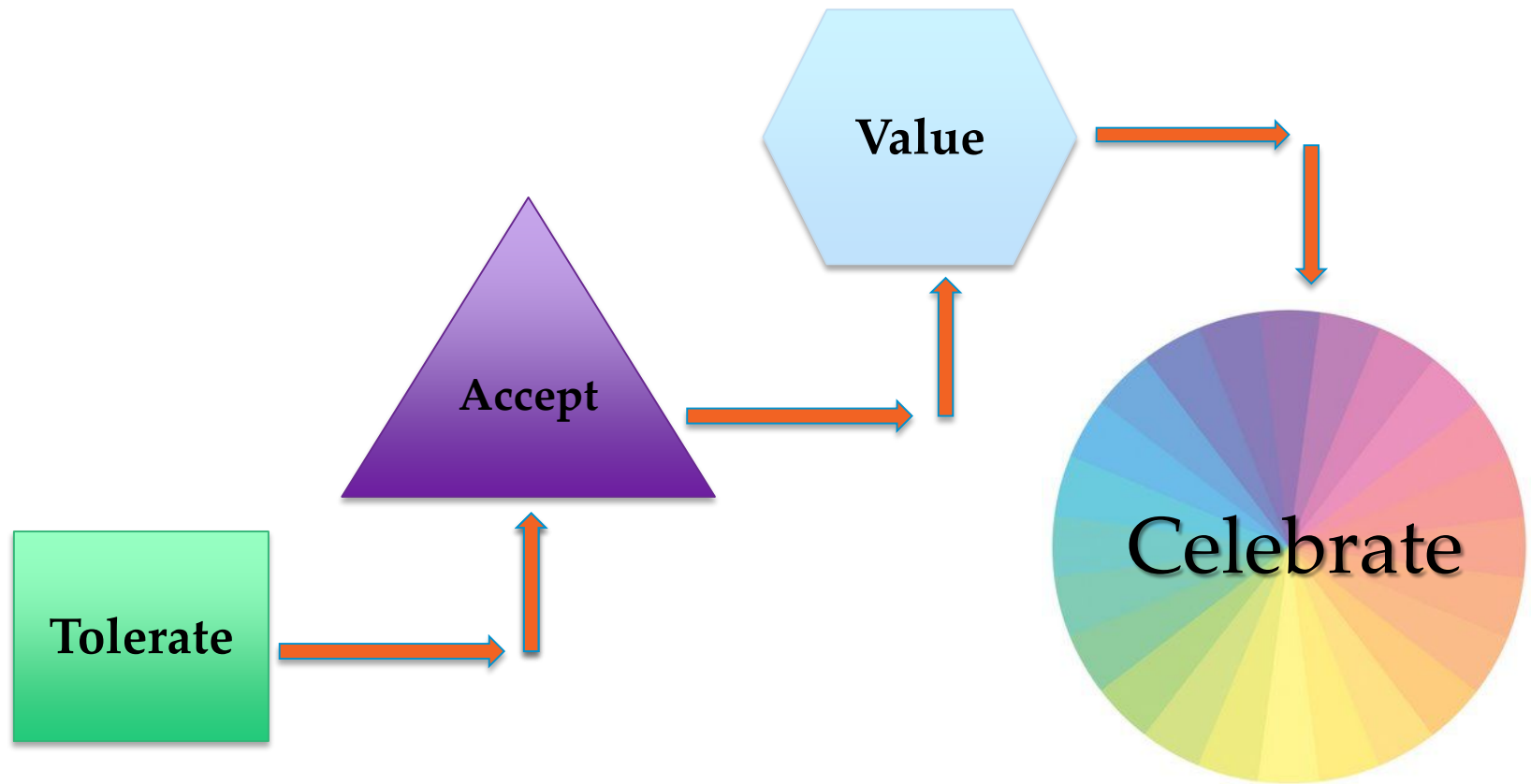


Barriers of Understanding Equity & Diversity

- Fear of Change
- Lack of information and limited exposure to members of other groups
- Discomfort with Differences
- Desire for return to the “good old days”



What Can We Do?





Contact Information

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