

## DIVERSITY COMMITTEE

THE SCHOOL BOARD SHALL ESTABLISH A DIVERSITY COMMITTEE. THIS COMMITTEE SHALL MAKE RECOMMENDATIONS THROUGH THE SUPERINTENDENT TO THE SCHOOL BOARD REGARDING POLICIES TO PROMOTE EQUITY, DIVERSITY, AND CULTURAL OUTREACH. THE DIVERSITY COMMITTEE WILL WORK TO ESTABLISH THE BROWARD COUNTY SCHOOL SYSTEM AS A MODEL TO PROMOTE AND ENCOURAGE RESPECT FOR ETHNIC AND CULTURAL DIVERSITY WITHIN ITS STUDENT POPULATION AND STAFF AND COMMUNITIES WITHIN BROWARD COUNTY.

### RULES

1. **Committee Composition:** The Diversity Committee shall consist of 30 members. Each School Board Member shall appoint 3 members, residing in said Board Member's District, to the Committee. The Student Advisor to the School Board or his/her designee shall serve on the Committee, representing his/her geographic area. The Student Advisor shall appoint 2 student Committee members representing the remaining two geographic areas. The student advisor, his/her designee and appointees shall have full voting privileges but may not affect the quorum. In making these appointments, the Board shall consider the composition of the committee to ensure that the members have diverse backgrounds and that they represent the various geographic areas of Broward County. The Diversity & Cultural Outreach staff shall oversee the membership and notify the Board of the diversity of the representation.
2. **Term of Office:** Appointments shall be in accordance with School Board Policy 1.7-Appointment of a School Board Member Representative(s) to a Committee(s).
3. **School Board's Belief Statements:**
  - a. We believe that diversity should be promoted so that isolation of racial, ethnic, and socioeconomic groups is avoided; the full benefits of integration are achieved; and education is enhanced in a diverse, inclusive setting. We believe that educational equity should be promoted to ensure equitable opportunities and resources to meet the needs of all students.
  - b. **Definitions.**

For purposes of this policy:

    - (1) Diversity shall be defined as a broad concept that includes gender, race, ethnicity, socioeconomic background, linguistic differences, exceptional abilities, sexual orientation, gender identity and expression, variations of talents and abilities, and special needs.

- (2) Educational equity shall be defined as cultivating an environment through policies, practices, and programs to provide equal access in all student (PreK-Adult), employment, and business programs, activities, resources, services and operations, so as to (a) eliminate educational barriers based on gender, race/ethnicity, national origin, color, religion, disability, age, sexual orientation, gender identity and expression, or other protected group status; (b) provide equal educational opportunities; (c) ensure all student populations meet the same rigorous standards for academic performance; and (d) ensure parity of resources for all students.
  
- c. The School Board of Broward County, Florida prohibits any policy or procedure, which results in discrimination on the basis of age, color, disability, gender, national origin, marital status, race, religion or sexual orientation. The School Board is committed to providing schools that promote acceptance, cultural diversity, equity, fair play, respect, and tolerance, and reinforce the positive tenets of a democratic society. The School Board recognizes that diversity is important in providing competent services in an inclusive setting. Students and staff with diverse backgrounds shall be provided the opportunity to develop greater skills and increased sensitivity in working with others and learning to function more effectively as members of a pluralistic society.
  
- d. We believe that all students and staff should have experiences that develop interpersonal skills and sensitivity in working with others of diverse backgrounds and abilities.
  
- e. We believe in providing quality educational opportunities for all students in integrated environments that enhance success and promote understanding and appreciation of diversity, fair play, and the positive tenets of a democracy.
  
- f. We believe that both parent and community participation, and parent and community responsibility, are essential to the positive social, emotional, cultural, and academic development of every child and adult.

4. Committee Functions:

The Diversity Committee shall ensure that diversity and equity are promoted by monitoring the terms of the Citizens Concerned About Our Children (CCC) Settlement Agreement, but not limited to the CCC Agreement, and making recommendations through the Superintendent to the School Board. The Diversity Committee shall:

- a. Review all district-wide policies and programs the Superintendent and the Board deem appropriate based on achieving equity for all students.
  
- b. Review the District's policies relating to student school assignment and reassignment to ensure equitable access for all students.
  
- c. Review the District's Nova Schools policy to ensure that it addresses equitable access for all students.

- d. Review the composition of school faculties/staff and area/county administration/staff, for equitable representation of diversity.
- e. Review Policy 6000.1 - Student Progression Plan, relative to student achievement, to ensure that the needs of all students are addressed.
- f. Review the District's policies regarding resource and technology allocations to serve the diverse needs of the school district to ensure equitable access and distribution.
- g. Review the District's policy by which school sites are selected to ensure equity and diversity.
- h. Review student participation in extra-curricular activities to ensure equitable opportunities for all students.
- i. Review the District's data relative to student disciplinary actions to determine if there are patterns of over-representation and to correct any gaps.
- j. Prepare an annual report which: incorporates a review of the Superintendent's Annual Status Report to the School Board and community on the implementation of the terms of the CCC Agreement. The Superintendent's Annual Status Report shall be presented to the School Board no later than the first Board Workshop in January. The Diversity Committee Annual Report shall be presented to the School Board no later than April of each year.
- k. Have the opportunity to provide input to the Superintendent of Schools on the annual recommendations regarding boundary changes.
- l. Review all proposals to open, close and/or repurpose schools.
- m. The Diversity Committee will monitor the following, as indicated in the CCC Agreement:
  - 1. policies, programs, activities, student assignment practices and boundary processes.
  - 2. implementation of plans to provide availability and equal allocation of current textbooks.
    - (a) implementation of equal access to online textbooks, curriculum, and educational programs.
  - 3. implementation of plans to bring schools to parity in regard to the allocation and capacity of computers, and assure training of teachers in the use and application of technology and software.
  - 4. implementation of plans that establish equal access and availability to a core of Advanced Placement and Honors courses for delivery at every high school.

5. implementation of plans to bring facilities and equipment into parity with District standards.
  6. implementation of plans to bring equity in the administration of student discipline.
  7. implementation of plans to offer a core of athletic and other extra-curricular activities, including academic clubs, in each middle and high school and put in place a marketing plan to assure equal opportunity based on campus activities.
  8. implementation of plans to survey all schools' media centers, to ascertain the number, quality, age and availability of media/library books in relation to student enrollment and identify any gaps present.
  9. implementation of plans to provide for equal allocation and access to media center materials including a district-wide take-home policy.
  10. implementation of plans to have a structured public analysis of 5-year Capital Plans to allocate funds to bring school facilities into parity with district standards.
- n. Provide input into the surveys proposed in the Citizens Concerned About Our Children Settlement Agreement.
  - o. Review and analyze the data collected by the surveys prior to consideration of plans for addressing the data.
  - p. Provide input on the Superintendent's plans regarding any gaps identified through the data collected by the surveys proposed in the Citizens Concerned About Our Children Settlement Agreement.
  - q. Visit schools, yearly, to monitor compliance with the CCC Agreement.

Authority: F.S. 1001.41

Rules Adopted: 10/1/87

Rules Amended: 4/20/93; 10/1/96; 11/4/97; 3/2/97; 7/20/99; 6/6/00; 03/18/03;  
11/9/04; 5/17/05; 1/12/10; 8/2/11