

# Diversity and Equity Work in BSD

12/15/21



**BURLINGTON**  
SCHOOL DISTRICT

# Why is an Equity Focus Important?

**Our community is multicultural, multiracial, and multilingual.**

- Our students represent 48 different home languages
- 50% of our students qualify for FRL
- 21% of students have individualized education programs ( IEP's)
- 15% of our students are English learners or are multilingual
- 38% of our students are of the global majority

**We have historic opportunity gaps that need to be addressed head on.**

**Addressing inequities is a long standing priority in the community.**

**Systemic racism is real and it has a negative impact on our students, our schools and our community.**

# Equity Focused Goals

## **GOAL 1: OUR SCHOOLS ARE RESTORATIVE AND EQUITABLE COMMUNITIES**

BSD aspires to be a restorative district where educational equity is a guiding value and goal. We measure this goal through reduced suspensions and the implementation of Restorative Practices.

## **GOAL 6: FACULTY AND STAFF ARE A MIRROR OF OUR STUDENT POPULATION. THEY ARE HIGHLY SKILLED AND SET HIGH EXPECTATIONS FOR ALL STUDENTS.**

Teachers are the key staff members responsible for ensuring students learn and grow. It is our goal that the faculty and staff reflect the racial/ethnic diversity of the student body.

# Equity and Inclusion Work on the District Level

## Director of Equity Leading New Office of Equity

- Equity Instructional Coach; Re-Engagement Coordinator; HHB Investigation Coordinator; RP Coordinator

## Multilingual Supports

- Increased pay and hours for liaisons
- Language specific meetings
- Contract with ULG for translated materials
- Expanding Parent University

## Leadership Coaching

- Cabinet spent SY 20/21 reading *The Listening Leader* and working in facilitated conversations with Shane Safir and Jamila Dugan.
- Open RFP for Equity & Anti-Racist Leadership Consultant to continue this work



# Equity and Inclusion Work on the District Level

## Racism is a Public Health Emergency

- Signed City of Burlington Declaration
- Committed to action steps to address racism and bias

## Black Lives Matter Flags

- BLM Flag on every school flagpole
- Student-led flag-raising ceremonies
- City of Burlington & Rock Point also flying flag

## School Safety Task Force

- Community led Task Force to drive recommendations for School Resource Officer Program



# Equity and Inclusion Work on the District Level

## LGBTQ Task Force

- Forming now; applications due Dec 15
- Will follow School Safety Task Force model

## Participating in Training with the City

- Racism, Equity, Inclusion, and Belonging Training offered to all city employees through City of Burlington
- Key District leaders participating

## 2nd Year of Equity Conversation Series

- Virtual series aims to educate and support students, Families and community members on equity topics



# Equity and Inclusion Work in Schools

## GSA's Middle Schools and High Schools

- BHS GSA lead Homecoming Drag Ball
  - Central Office Attended/Supported

## Social Racial Justice Academy

- Summer program provided stipends to students to attend and provide feedback on social justice issues in school, District, and community.
- Participants led teacher welcome back in
- Feedback being incorporated into strategic plan.

## Expanding RP

- RP Specialists in all schools
- RP Leadership Teams in all schools



# THANK YOU and QUESTIONS?



Cultivating caring, creative, and courageous people. Join the journey!