

**BURLINGTON SCHOOL DISTRICT
POLICY A 2: DIVERSITY, EQUITY & INCLUSION**

Former Policy ACAH

The Burlington School Board actively promotes equity and inclusion through the development of policy, supervision of the Superintendent, allocation of resources, and monitoring and oversight of the entire District. We recognize that the needs of our diverse student body require the district to adopt a multicultural mindset, and that in order to achieve success different students will have different needs. In addition to supporting a robust response to all forms of oppression, we recognize the need to actively reject bias and to promote a culture of inclusion, collaboration, and community. In the City of Burlington our rich diversity is expressed through race, ethnicity, class, ability, sexual orientation, gender identity, gender expression, religion, national origin, immigration status, language background, language proficiency, and family structure.

The Board has sole responsibility to establish a vision for diversity, equity and inclusion in the Burlington School District, and commits to:

- continuously monitor the progress toward the vision,
- directly engage the community,
- advocate for the vision, and
- enhance board capacity and effectiveness in achieving the vision.

On an annual basis, the Diversity and Equity committee shall revisit, affirm, and modify as necessary the Diversity, Equity, and Inclusion Mission and Vision Statement. In addition, on an annual basis this committee shall propose Board strategies related to this vision, to be voted upon and adopted at the October full board meeting.

The Board directs the Administration to develop and annually revisit, affirm, and modify as necessary a District Strategic Plan for Diversity, Equity, and Inclusion to be presented to the board at the beginning of the school year.

The Board shall routinely provide oversight of district initiatives to achieve the Board's vision, including the Administration's strategic plan for diversity, equity, and inclusion. The Board encourages cooperation and collaboration with the City of Burlington and the broader Burlington community to create and support an inclusive, equitable environment for our diverse school community.

First Reading: October 9, 2012
2nd Reading & Pass: November 13, 2012
Policy Reviewed: April 7, 2014