

MAY 20 2020
DJBH/LK
BOARD Office

RESOLUTION OF EQUITY

Sponsored by: Mrs. Sharon Belton-Cottman, Board President

Co-Sponsored by: Ms. Jennifer Mecozzi; Dr. Ann Rivera; Mr. Terrance Heard; Mr. Lawrence Scott; Dr. Kathy Evans-Brown; Ms. Hope Jay; Ms. Paulette Woods; and Mr. Louis Petrucci.

May 18, 2020

Whereas, THE Buffalo Board of Education is committed to the success of every student, regardless of age, race, religion, national origin, ethnicity, sex, gender identity, sexual orientation, political affiliation, mobility, marital status, military status, veteran status, disability, weigh or any other basis prohibited by New York state and/or federal non-discrimination laws in its programs and activities; and

Whereas, in 2015, The Buffalo Board of Education approved the Education Bargain with Students and Parents. The Education Bargain's mission statement is: "An *equal* and high-quality education is every child's civil right; and as educators, we must deliver on this essential democratic principle." The Education Bargain declares that the "work" of the District will lead to and guarantee pathways to opportunity that will lead to achievement and success in exchange for hard work, commitment, and collaboration of our students and parents."; and

Whereas, The New York Stated Department of Education's website declares: The U.S. Department of Education approved NY's Every Student Succeeds Act (ESSA) plan in January 2018. ESSA is about creating a set of interlocking strategies to promote education equity by providing support to districts and schools as they work to ensure that every student succeeds. NYS is committed to ensuring that all students succeed and thrive in school no matter who they are, where they live, or where they go to school; and

Whereas, *Equality* is defined as a uniform distribution of district resources, supports, and opportunities; and *Equity* is defined as an allocation of district resources, supports, and opportunities that are based on the needs of students and staff; and

Whereas, The Board recognizes that injustices have existed for decades and have a long standing impact on access, opportunity, a student's ability to learn and thrive. The Board recognizes these injustices as: Economic, Housing, Racial, Criminal, Social, Juvenile, Health, Employment, Transportation, Curriculum, Grading, Assignment, Instructional, Scheduling, Literacy, Educational, Equality, and Equity; have been documented to influence a child's ability to learn, thrive and receive an equitable and equal education; and

Whereas, The Board acknowledges that there is a need to further address the impact of injustices and *inequities* and requires the continued support of numerous community partners consisting of local, state and national leaders, organizations, institutions and individuals; all committed to providing the resources to assist student in being successful and productive citizens; and

Whereas, The Board acknowledges that the Buffalo Public School District has an extensive history of advocating and working collaboratively with many institutes, organizations, governmental agencies on multiple levels; and acknowledges that over the years, and particularly in recent years, the District has implemented many programs, curriculums, training and seminars to address issues of disparity and disproportionality; And that there is data which supports that the district has already begun its work on removing barriers, relative to equity by providing culturally relevant and diverse training, including students, staff, parents and the community; and have attended national forums and shared this work with other districts; and

Whereas, The Board will continue to work with community partners and hold governmental agencies including NYS Department of Education and the SUNY Trustees, The Buffalo Common Council, the NY Legislature and the United States Congress, accountable for decisions made under their leadership relative to overseeing that equity and equality exist with comparable standards and oversight for all children; this oversight also includes resources disbursed and contributory to privately controlled entities such as charters and other private schools; and

Whereas, The Board acknowledges that additional practices must be developed in order to achieve equity and that equitable practices shall be prioritized at all levels of district leadership and management. With the goal of providing every student with an opportunity for an equitable access to high-quality and culturally relevant instruction. Effective immediately, where possible, create a 'baseline' standard of what the "educational equity experience" will encompass and be further developed to include every student within the BPS District. This experience will be ready to be implemented in full effect for the 2020-2021 school term.

Therefore, be it resolved, under the leadership of Dr. Kriner Cash, Superintendent and his successors or assigns, and working in conjunction with the Board's Legal Counsel, is instructed to work with the Board to create a Policy of Equity by September 2020 to begin its implementation in the 2020-21 school year.

Therefore, it further be resolved: That bi-annually in December and June, the Administration shall report to the Board the District's efforts to achieve equity. This report shall include data and research concerning subgroups and demographics outlining to the extent of progress in fulfilling the Equity Goals as specified in the Policy of Equity.