

## **RACE and EQUITY POLICY: 0200**

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### **Purpose**

Each scholar in FWPS has a right to receive equitable treatment free of racial discrimination in a safe, inclusive learning environment that honors their voice and fosters belonging. Federal Way Public Schools (FWPS) values its racial, cultural, sexual orientation and gender, socioeconomic and ethnic diversity, and commits to confronting all behaviors, practices, and policies that perpetuate racism and inequity. FWPS believes that diversity is a strength that is fortified and enriched by the presence, perspective and contributions of our historically marginalized and underrepresented scholars of color and other diverse groups.

FWPS believes that race, socioeconomics, language, cultural background, and other exceptionalities should not be predictors of student achievement. FWPS acknowledges that systemic, institutional inequities exist that perpetuate the achievement gap and also reinforce institutional bias. As a result, FWPS must remove barriers that prohibit historically marginalized scholars from attaining high levels of academic achievement and growth. FWPS is committed to providing high quality, equitable education and commits to implementing culturally competent instructional strategies and supports to maximize learning for all scholars.

In order to disrupt and dismantle this predicable system, this race and equity policy is created as a systemic framework for the FWPS staff to interrupt, counteract, and correct inequitable policies and practices. FWPS's race and equity policy is an anti-racist policy designed to interrupt patterns and practices that create disparities in achievement between racial subgroups and other marginalized groups. With our core beliefs as our guide, FWPS will take the following steps, within existing legal parameters, to address these societal inequities within the District:

Promote an environment and culture that maximizes the power of the diversity of scholars, family and community members. FWPS will:

- Assist in developing in each scholar, cultural confidence as a learner and rigorously applying their knowledge and skills to new and different experiences;
- Promote opportunities for scholars to know, understand, and embrace their own and others' cultural backgrounds and learning needs, in order to advocate for self and others;
- Give all scholars the opportunity to develop cultural competence to understand racial identity and the impact of their own racial identity on themselves and others;
- Create opportunity for student scholar voice and ownership by integrating scholars' knowledge, culture, and experience into school planning, instruction/projects, assessment, and classroom norms;
- Empower all families regardless of race, socioeconomic status, and first language as critical partners in their scholars' education; and
- Create safe, welcoming school and district facility environments that honor and reflect the diversity of its scholars, families, and community.

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Engage in data-driven practices to identify barriers and improve structural systems. FWPS will:

- Regularly disaggregate and analyze scholar achievement and attendance data to identify inequities;
- Analyze disaggregated Special Education program data to address overrepresentation of scholars of color referred and/or identified for services;
- Analyze disaggregated advanced program data to address underrepresentation of historically marginalized subgroups;
- Increase the number of scholars of color and other marginalized subgroups, including those receiving Special Education and ELL supports, enrolled in advanced programs;
- Analyze disaggregated discipline data to address disproportionality for scholars of color;
- Ensure all resource allocations support structures that ensure equitable systems; and
- Develop equity-based accountability systems with regular data review to monitor effectiveness.

Build individual and collective capacity amongst district staff to effectively teach our diverse scholar population. FWPS will:

- Provide all staff with professional development to build awareness of individual and institutional biases perpetuating inequities in instruction, achievement, and discipline;
- Provide all staff with professional development in cultural competence related to racial identity and the impact of privilege on historically marginalized and oppressed subgroups;
- Provide training on culturally responsive instructional practices and provide adequate supports to increase academic success for all scholars;
- Utilize culturally relevant instructional materials reflecting the racial, cultural, and ethnic diversity of our scholars;
- Promote an environment of high expectations for scholar achievement by providing multiple pathways and opportunities for success and college and career readiness for all; and
- Address racial disparities in advanced programs by providing all scholars with the necessary supports and access points to succeed.

Employ hiring and staffing processes that attract a highly-skilled and diverse staff. FWPS will:

- Utilize recruiting and hiring practices that attract highly skilled and racially, linguistically, and culturally diverse employees that are committed to equity; and
- Foster a work culture that allows diverse staff to thrive and develop capacity in a safe learning and working environment.