



# WINDSOR CENTRAL

## UNIFIED UNION SCHOOL DISTRICT

### Joint Committee Meeting

**January 18, 2022, at 6:30 p.m.**

Join Zoom meeting:

<https://wcsu-net.zoom.us/j/83909717462?pwd=Z2x0T092Yllwd3U3cnRuNkYzUkdzQT09>

Meeting ID: 839 0971 7462

Passcode: 880751

### Agenda

<p><b><u>Buildings &amp; Grounds Committee:</u></b> Location: Woodstock Elementary School In-Person Only</p> <ol style="list-style-type: none"><li>1. Call to order</li><li>2. Amendments to agenda</li><li>3. Public comment</li><li>4. Capital Improvement Plan</li><li>5. Johnson Control</li><li>6. TPVS Dehumidifier</li><li>7. AERUS Units at RES</li><li>8. Adjourn</li></ol>	<p><b><u>Finance Committee:</u></b> Location: WCSU &amp; Zoom</p> <ol style="list-style-type: none"><li>1. Call to order</li><li>2. Amendments to agenda</li><li>3. FY23 Budget- review of Board vote and discussion of next steps</li><li>4. Review draft Capital Improvement Plan</li><li>5. Public comment</li><li>6. Adjourn</li></ol>
<p><b><u>Policy Committee:</u></b> Location: WCSU &amp; Zoom</p> <ol style="list-style-type: none"><li>1. Call to order</li><li>2. Amendments to agenda</li><li>3. Public comment</li><li>4. Draft Antiracism policy</li><li>5. New mandatory policies</li><li>6. Adjourn</li></ol>	<p><b><u>Negotiations, Hiring &amp; Retention Committee:</u></b></p> <p><b>NOT MEETING</b></p>

<b>Policy Title:</b>	<b>Anti-Racism Policy</b>	<b>Policy ID:</b>	
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## I. Purpose of Policy

The purpose of this policy is to acknowledge and eliminate all forms of racism in the Windsor Central Supervisory Union. In order to address individual and systemic racism, the WCSU commits to:

1. **Purposeful Culture** - WCSU will promote critical thinking and open dialogue regarding the history, contribution, perspectives, and structural barriers placed upon diverse ethnic and social groups, specifically those traditionally discounted in K-12 education, for all people;
2. **Inclusive Studies**- WCSU will incorporate classroom content and learning strategies, which enable students to recognize and analyze the impacts of all forms of racism in a wide variety of settings.
3. **Professional Development** - WCSU will provide annual professional development that aligns with the purpose and intentions of the Anti Racism policy.
4. **Collective Accountability** - WCSU will establish procedures to identify and ensure accountability when addressing issues and instances of racism and inequality occurring within the school district
5. **Family Engagement** - WCSU will create opportunities that provide families with a transparent, accessible means of raising any concern about the student(s) experience as it relates to racial, ethnic, or social identity at school.<sup>1</sup>
6. **Student-led Initiatives** - WCSU will encourage and support student-led groups and programs that align with the purpose and intentions of the Anti Racism policy

## II. Policy Scope

This policy applies to all schools, facilities and programs in the Windsor Central Supervisory Union and to all members of the District including, but not limited to, students, staff, volunteers, visitors, teachers, and contractual individuals.

## III. Policy Statement

It is the policy of the Windsor Central Supervisory Union School to:

1. Affirm the need to provide Brave Spaces (see definition below) of learning for all students, to address the potential need for extended conversation for students to better grasp diverse teachings centering the unequal consequences of systemic and institutional barriers.
2. Promote the examination of the implications and impact of white supremacy, superiority and/or privilege by acknowledging the violence, disenfranchisement, and generational trauma that may become unearthed during these difficult discussions.
3. Identify and eliminate inequitable practices that create prejudicial or disparate outcomes for students due to their race, ethnicity, language, disability, sexual orientation, religion, gender, gender identity, family background and/or family income.<sup>2</sup>

<sup>1</sup> H.3 (Act 1) (g) (2) (A) (i-iii) (B)

<sup>2</sup> Albemarle County Public Schools, *Anti-Racism Policy*,

<https://www.k12albemarle.org/acps/division/anti-racism-policy/Pages/policy.aspx>, (last visited: June 9, 2020)

4. Foster an anti-racist, equity-centered culture for students and faculty that addresses the impact of institutional, systemic, and individual racism on the District and the broader world, and acknowledging that racism is intersectional and often times is compounded by other forms of discrimination.
5. Establish and implement training and procedures to effectively deal with racially-motivated conflicts, specifically those that go beyond the current anti-harassment/bullying procedures.
  - a. Procedures shall include a specific process to notify guardians/parents if students are involved, and supervisors if an employee is involved.
  - b. Notification shall include but is not limited to: investigation developments and decisions regarding disciplines.

#### IV. Definitions

**Anti-racism:** the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism.<sup>3</sup>

**BIPOC:** Black, Indigenous, People of Color. The term intentionally separates Black and Indigenous communities from the term “people of color” to acknowledge the heightened layers of systemic oppression these communities face in this country.<sup>4</sup>

**Brave Spaces:** a non-physical space within a school or organization designed to help create an environment that allows individuals (i.e. students and faculty) to engage with one another over controversial issues like race, diversity, and social justice with honesty, sensitivity, respect. The intention is to help reassure those who feel anxious about sharing their thoughts and feelings regarding these sensitive and controversial issues.<sup>5</sup>

**Ethnicity:** the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc. Ethnicity is revealed by the traditions one follows, a person’s native language, and so on.

**Explicit Bias:** Biases we are aware of on a conscious level. Explicit bias is the traditional conceptualization of bias. Overt racism and racist comments are examples of explicit biases (for example, feeling threatened by another group and delivering hate speech as a result).<sup>6</sup>

**Family Group Conferencing:** a form of voluntary mediation with the community of people most closely involved in an incident — likely including the offender, the victim, and their families— to discuss levels of harm and how that harm might get repaired.<sup>7</sup> Some of the goals of this method include ensuring that the victim is involved in the discussion and decision-making process for next steps, and allow both victim and offender to reconnect to key community support systems, among others.<sup>8</sup>

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<sup>3</sup> Alberta civil Liberties Centre, Anti-Racism Defined, <http://www.aclrc.com/antiracism-defined>, Ontario Anti-Racism Secretariat (Last visited: June 7, 2020)

<sup>4</sup> <https://www.nytimes.com/article/what-is-bipoc.html>

<sup>5</sup> Brian Arao and Kristi Clemens, *The Art of Effective Facilitation: Reflections from Social Justice Educators*, Chapter 8: “From Safe Spaces to Brave Spaces” (2013), <https://sites.lsa.umich.edu/inclusive-teaching-2/wp-content/uploads/sites/732/2016/06/From-Safe-Spaces-to-Brave-Spaces.pdf>.

<sup>6</sup> <https://www.justice.gov/crs/file/836431/download>.

<sup>7</sup> U.S Department of Justice, *Family Group Conferencing: Implications for Crime Victims*,

[https://www.ncjrs.gov/ovc\\_archives/reports/restorative\\_justice/restorative\\_justice\\_ascii\\_pdf/ncj176347.pdf](https://www.ncjrs.gov/ovc_archives/reports/restorative_justice/restorative_justice_ascii_pdf/ncj176347.pdf) (2000).

<sup>8</sup> Office of Justice Programs, National Institute of Justice, Office for Victims of Crime, National Institute of Corrections, and Office of Juvenile Justice and Delinquency Prevention *Restorative Justice Fact Sheet*, <https://www.courts.ca.gov/documents/FamilyGroupConferencing.pdf>.



**Implicit (Or Unconscious) Bias:** An unconscious association, belief, or attitude toward any social group.<sup>9</sup> These biases often arise as a result of trying to find patterns and navigate the overwhelming stimuli in this very complicated world. Culture, media, and upbringing can also contribute to the development of such biases.<sup>10</sup>

**Individual Racism:** pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others.

**Institutional Racism:** occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people.

**Land Acknowledgement:** a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous peoples and their traditional territories.<sup>11</sup>

**Peace-Making:** Peacemaking is a traditional, non-adversarial form of justice practiced by many different Native American tribes. It is designed to heal damaged relationships and restore harmony to the community. Peacemaking brings together the immediate parties to a conflict, along with family, neighbors, community members, and others who wish to support the participants.<sup>12</sup>

**Racism:** Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.<sup>13</sup>

**Racist Act:** conduct, whether verbal or physical, that demonstrates prejudice, discrimination, or antagonism directed against a person on the basis of their membership in a particular ethnic or racial group.

**White Privilege:** a web of institutional and cultural treatment and exemption from racial and national oppression that results in preferential treatment for white people.<sup>14</sup>

**White Supremacy:** the political, economic, and cultural systems in which white individuals overwhelmingly control power over material resources—a form of dominance and control, and not just the overt hate of one group towards another.

**Systemic or Structural Racism:** The way in which public policies, institutional practices, cultural representations, and other norms work in various ways to reinforce and perpetuate racial group inequity. It is not something we as individual members of society actively choose to practice, instead it is a feature of the social, economic, and political systems in which we all exist. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.

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<sup>9</sup> <https://www.verywellmind.com/implicit-bias-overview-4178401>.

<sup>10</sup> <https://www.simplypsychology.org/implicit-bias.html>.

<sup>11</sup> *Native American and Indigenous Initiatives*, Northwestern University,

<https://www.northwestern.edu/native-american-and-indigenous-peoples/about/Land%20Acknowledgement.html>.

<sup>12</sup> Center for Court Innovation, *Peacemaking Circles: Evaluating Native American Restorative Justice Practices in a State Criminal Court Setting in Brooklyn*, <https://www.courtinnovation.org/sites/default/files/documents/Peacemaking%20Circles%20Final.pdf>. In a peacemaking session, the participants sit in a circle with one or more peacemakers, who are respected community members trained in peacemaking, to discuss the underlying causes of the conflict. Peacemaking not only seeks to resolve the immediate conflict but to foster healing and help the participants avoid future problems.

<sup>13</sup> Sherri Mitchell, J.D., *Racism, Colonization, and Other Distortions of Thought Glossary of Terms-- Weeks One and Two* (February 2021).

<sup>14</sup> Racial Equity Tools, <https://www.racialequitytools.org/resourcefiles/martinas1.pdf>, (last visited June 9, 2020)

<b>Responsible Owner:</b>	Windsor Central Supervisory Union	<b>Contact(s): email</b>	
<b>Approved By:</b>		<b>Revision History:</b>	
<b>Approval History:</b>			
<b>Current Approval Date:</b>			
<b>Related Policies &amp; Procedures:</b>			
<b>Related Job Aids:</b>			