

## **Equity: A Definition**

Ensuring equal access to educational opportunity for all students by minimizing or eliminating the impact of disparities in abilities, levels of preparation, available resources and socio-cultural differences in achievement and performance so that all students may perform at optimum levels.

## **DRAFT**

### **Proposed Equity Policy Statement Mount Diablo Unified School District**

The Mt. Diablo Unified School District is strongly committed to maintaining high expectations for all of its students and to eliminating persistent disparities in achievement, performance and socio-emotional adjustment among subgroups based on race, ethnicity, language, national origin, gender, sexual orientation, gender identity, gender expression, socio-economic status or disability. All policies and practices will reflect the goals of eliminating gaps in access to educational opportunities for all of our students to ensure that they achieve academic proficiency through their educational journeys. The district will advance these goals by creating a culturally competent staff, maintaining uniformly high expectations for all, promoting rigorous curricula, differentiating instruction, and maximizing access for all students to high-level educational opportunities. Given the urgency of this mission, the district is committed to having a proper emphasis on culturally responsive service delivery and consistently examining and monitoring policies, programs, practices, and written documents to ensure that they are consistent with these goals.

All staff will understand how their positions contribute directly or indirectly to these goals, develop the knowledge and skills needed in their areas of influence to serve diverse students and families, and be accountable for implementing a plan that will achieve these goals. By purpose and design, the district will promote practices that provide each student with the academic, emotional and social supports needed to increase the achievement of underperforming subgroups at an accelerated rate while maintaining and increasing overall student performance. It is expected that the District will work with the broader community (the private sector, faith-based groups, community-based agencies and organizations, and higher education institutions, etc.) to work in concert to support all of our youth in achieving academic and social proficiency.