



In accordance with Board Policies #2250 “Committees of the Board” and #0105 “Diversity, Equity, and Inclusion”, the Kingston City School District Board of Education will create the following committee: District Equity in Action Committee. The committee is an ad-hoc advisory committee and cannot make legal decisions for the Board of Education.

### **Rationale**

Kingston City School District strives to foster an environment of inclusivity for all students and members of the KCS D community. Our goal is to build a district in which all students feel they belong, regardless of their actual or perceived race, color, body type, national origin, ethnic group, socioeconomic status, religion, religious practice, disability, sex; sexual orientation, or gender (including gender identity and expression).

### **Initial Charge**

The District Equity in Action Committee will evaluate and support the district’s evolving Diversity, Equity, and Inclusion initiatives in accordance with the District’s Mission, Vision, and Core Values, and in accordance with the Board of Education’s purview and legal authority.

### **Three Initial Priorities**

- School Climate and Culture – create a school climate that ensures all students feel that they belong
- Curriculum and access – evaluate and update the curriculum and instructional programming to ensure that it adequately reflects the diversity of our global community
- Professional Development - provide training and support to faculty and staff in order to address issues of equity in all aspects of school life

The committee’s scope is not limited to these priority items but should stay faithful to the District’s Mission and rationale that drove the Committee’s creation. The committee is not empowered to recommend changes to the district’s existing governance structure, which is defined by law.

### **Membership**

- Up to two (2) BOE members and one (1) alternate BOE member
- 3 community at large members (including 1 recent graduate from the last 3 years)
- 2 Elementary, 1 Middle, and 1 High School parent
- 2 Middle and 2 High School students
- 1 Elementary, 1 Middle, and 1 High School instructional staff member
- 1 Elementary, 1 Middle, and 1 High School non-instructional staff member

- 1 Elementary, 1 Middle, and 1 High School administrator
- 1 Central Office Administrator
- Director of Diversity, Equity, and Inclusion
- Superintendent as ex-officio member

### **Membership selection and process**

- BOE Members
  - Appointed by the President of BOE
- Community members
  - Appointed by the BOE
  - Community members may apply via a short questionnaire and may also add a letter of interest if they choose
  - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work
- Students
  - Appointed by the BOE
  - Students may apply via a short questionnaire and may also add a letter of interest if they choose
  - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work
- KCSD Instructional Staff
  - Appointed by the BOE
  - Staff may apply via a short questionnaire and may also add a letter of interest if they choose
  - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work
- KCSD Non-Instructional Staff
  - Appointed by the BOE
  - Staff may apply via a short questionnaire and may also add a letter of interest if they choose
  - Priority will be given to applicants from historically marginalized and underrepresented communities and those who demonstrate a commitment to racial equity and social justice work
- KCSD Administrators
  - Appointed by the BOE
  - Each building will be represented by 1 administrator

Questionnaires and letters of interest should be sent **only** to the District Clerk. The District Clerk will anonymize the applications before they are reviewed by the BOE. The selected members will be kept anonymous until disclosed at a public meeting

### **Membership Terms**

- Initial membership term will be for the second semester of the 2023-2024 school year (January 2024 – June 2024)
- Subsequent terms would be one school year in duration
- **First Meeting:** Tuesday, January 23, 2024, 4pm – 5:30pm

