

ACPS Equity Policy Review Checklist



Albemarle County Public School Division’s shared equity mission is to end the predictability of social and cultural factors on student success by working together with families and communities to ensure each individual student’s success (ACPS Equity & Access Initiative: A Call to Action, 2017).

Name: Ayanna Mitchell, EES

Please return to [Name] by:

Title: IGAI: Character Education

Steps:

1. Review the policy against the checklist. If you can answer “yes” to item 1, “no” to item 2, and “yes” to item 3, then the equity threshold has been met; if not, proceed to step 2.
2. Make revisions to the policy
3. Review the revised policy against the checklist
4. After the second review, if you cannot answer “yes” to item 1, “no” to item 2, and “yes” to item 3, or if you are unsure what changes to make, this warrants referral to the review committee

Equity Policy Review			
	Yes	No	Comments
1. Will the policy have a <u>positive</u> impact on equity, inclusion and full participation of all people?	X		We added a line to ensure curriculum aligns with policy ACC, Anti-racism, during implementation of policy.
2a. Is there a likelihood of <u>adverse</u> impacts with respect to equity (or are there already adverse impacts)?		X	All students and families may live by a different set of cultural norms and rules as it pertains to character building. Ensure multiple perspectives are provided and/or perspective shown are rooted in VA Code as outlined in policy.
2b. If yes, which “classes” might be affected?	<input type="checkbox"/> Sex <input checked="" type="checkbox"/> Gender (Identity and/or Expression) <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Color <input checked="" type="checkbox"/> National origin <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Religion <input type="checkbox"/> Ancestry <input type="checkbox"/> Age <input checked="" type="checkbox"/> English language status <input type="checkbox"/> Marital Status <input type="checkbox"/> Genetic information <input checked="" type="checkbox"/> Sexual orientation <input type="checkbox"/> All classes Cannot identify a specific class		
3. Is there anything in place in the policy or elsewhere to ensure accountability (such as equity-focused benchmarks or data points)?	X		If yes, describe : program evaluation
4. Should changes be made to make the policy more equitable and inclusive?		X	
5. Should this policy be referred to the Equity Policy Review Committee?		x	

Note: The review committee will consist of a panel of at least three individuals representing ACPS Staff and Diversity & Equity Advisory Committee (DEAC) members who have received relevant training in using the equity tool. Updated February 2019

Notes:

Be cautious about teaching students how to culturally assimilate vs. character development around acceptance, tolerance and culture and race. I.e. Cultural and racial understandings of each character trait would be valuable rather than teach 1 acceptable (civilized society) norm.

[Getting Up to Speed on Character Education](#)

K-12 Education March 30, 2017 Shani Worrell