**Operating Policy 1010**

**Foundations and General Commitments**

**RACIAL EQUITY POLICY**

PSESD is an intermediary agency striving to become an Antiracist Multicultural Organization. Our End is “success for each child and eliminate the opportunity gap by leading with racial equity.” One measure of our progress is creating a racially just and humanizing educational system with equitable outcomes through our transformational relationships with K-12 education, early learning, higher education, families, and public and private organizations. PSESD staff take personal responsibility to do our best work in providing quality education, leadership, and service to our partners, motivated by a deep commitment to ensure that every child has the opportunity to reach their fullest potential.

The historic and persistent opportunity gaps between racial and ethnic groups of students are deeply troubling and unacceptable. Student outcomes data from our region’s districts mirrors that from other regions of Washington state and the nation, painting a picture of an unfulfilled promise that has profound consequences for thousands of students, their families and communities. We recognize the complexity of historic and present-day white supremacy culture and systemic racism that contributes to these disparities. PSESD believes it is a moral imperative that we provide leadership with our partners to eliminate these inequities. Race must cease to be a predictor of student achievement and success for Black and Indigenous children and children of color.

PSESD recognizes the achievement and opportunity gaps of each school district has a unique racial dimension. We must be sensitive to, but not deterred by, varying levels of comfort of our partners grappling with the complexities of leading with racial equity. We also know that we must continue to interrogate our belief systems, improve our cultural proficiency and increase our usage of research- and evidence-based gap closing strategies as we encourage our partners to do the same. Finally, the ESD must collaborate with our school district partners and those with whom we have transformational relationships, including our black, indigenous and communities of color by providing leadership and service to assure all schools in our region realize the vision of educational equity. Educational equity means raising the achievement of all students while decreasing and eliminating the gaps between the highest and lowest performing racial classifications of students. The concept of educational equity includes fostering a barrier-free environment in which all students, regardless of race, can benefit equally.

Established in 2016, PSESD’s Transformation Team is a collective of staff, community members and parents charged with guiding the agency towards becoming an Antiracist Multicultural Organization by overseeing and evaluating implementation of the Racial Equity Policy No. 1010. This team is integral in assisting the agency in eliminating opportunity gaps. The work of becoming an Antiracist Multicultural Organization requires mutual accountability. To that end,

the PSESD Board, Superintendent, Executive Leadership Team, and Transformation Team are

mutually responsible by ensuring adequate resources and executing strategies. We recognize

that reflecting and documenting our history and journey is essential to our End. PSESD will

evaluate our work on an ongoing basis and will implement racially equitable policies,

procedures, and practices that eliminate opportunity gaps and achieve and sustain racial equity in

education for each of our region’s districts.

PSESD commits to developing and implementing structures, functions and processes to ensure

accountability with our transformational relationships. To achieve the definition and

understanding of educational equity, the following Strategic Directions are established:

* PSESD will assure the cultural responsiveness and anti-racist leadership knowledge and skills of staff. We will strive to deepen every staff members’ understanding of opportunity gaps and knowledge of gap-closing and gap-perpetuating practices. We will provide staff development to strengthen employees’ knowledge and skills for eliminating racial disparities in educational outcomes and becoming anti-racist leaders. We also strive to become an anti-racist, multicultural workplace so that all employees can thrive and support our shared mission.
* PSESD will identify and create opportunities to cultivate a racially diverse and antiracist workplace that allows PSESD to serve as the model of a diverse and Antiracist Multicultural Organization that its partners may strive to emulate.
* PSESD will provide catalytic leadership with educational partners that respectfully but firmly and persistently accelerates the implementation of anti-racist, gap-closing policies and practices.
* PSESD acknowledges power imbalances that perpetuate inequities. We are committed to addressing this by centering power within students, families and communities. PSESD relationships and partnerships are rooted in anti-racism practices.
* PSESD commits to sustain and support the continued development of the Transformation Team to achieve full implementation of the racial equity policy and transforming the agency into an Antiracist Multicultural Organization.

Adopted:  November 2014

Revised: December 2019

Revised: December 2020

Relevant Board Governance Policies: EL 1: Global Executive Constraint

 EL 3: Transformational Relationships

 EL 4: Treatment of Staff

Cross References: Operating Policy No. 1000 Nondiscrimination

Operating Policy No. 5010 Nondiscrimination and Affirmative Action