



## **Board Governance BP 07-20**

### **Board Policy: Diversity, Equity and Inclusion**

Gateway Community Charters respects, affirms, and protects the dignity and human worth of each member of its community. We value differences and seek to actively pursue diversity, promote inclusion and ensure equity. The Gateway Community Charters Board believes that the diversity that exists among the GCC's community of students, staff, parents /guardians, and community members is integral to the organizations' vision, mission, and goals.

The GCC will promote a welcoming and inclusive environment for people of all identities, diverse perspectives and life experiences. From this perspective, we envision schools where every student meets their highest potential and where differences are celebrated and maximized to achieve excellence.

The GCC is committed to fully embrace our rich, diverse community as expressed through race, ethnicity, socioeconomic status, ability, sexual orientation, gender identity, gender expression, religion, national origin, immigration status, language background, language proficiency, and family structure.

#### *Diversity, Equity and Inclusion Mission:*

Gateway Community Charters will actively include and value all students and work to meet their unique learning needs while actively developing their understanding and respect of differences, thus preparing them to thrive in an inclusive, global society.

Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

The Board and the Superintendent or designee shall support the following goals of the GCC Diversity, Equity and Inclusion Strategic Plan:

Goal 1. Ensure a welcoming, safe, inclusive and equitable school community

Goal 2. Reduce the opportunity gap for structurally disadvantaged students.

Goal 3. Incorporate the use of culturally relevant and responsive instruction and curriculum.

Goal 4. Recruit and retain diverse and culturally competent administrators and staff.

Goal 5. Create and ensure culturally responsive and equity-informed policies and practices.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement,, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the GCC shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students.

The Board shall make decisions with a deliberate awareness of barriers and impediments to learning faced by the rich diversity of GCC students (described above). To ensure that equity is the intentional result of GCC decisions, the Board shall consider whether its decisions address the needs of all students and remedy the inequities that such students have historically experienced. Board decisions shall not rely on biased or stereotypical assumptions about any particular group of students.

The Board shall regularly monitor the implementation and outcomes of the Strategic Plan for Diversity, Equity and Inclusion as well as the intent and impact of GCC policies and decisions to ensure equitable access, opportunities and outcomes for all students regardless of circumstance.

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*Board Approved: February 25, 2020*

*Revised: June 23, 2020*