



UPPER ARLINGTON SCHOOLS EQUITY ADVISORY BOARD PROPOSAL

JUNE 24, 2020



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INTRODUCTION

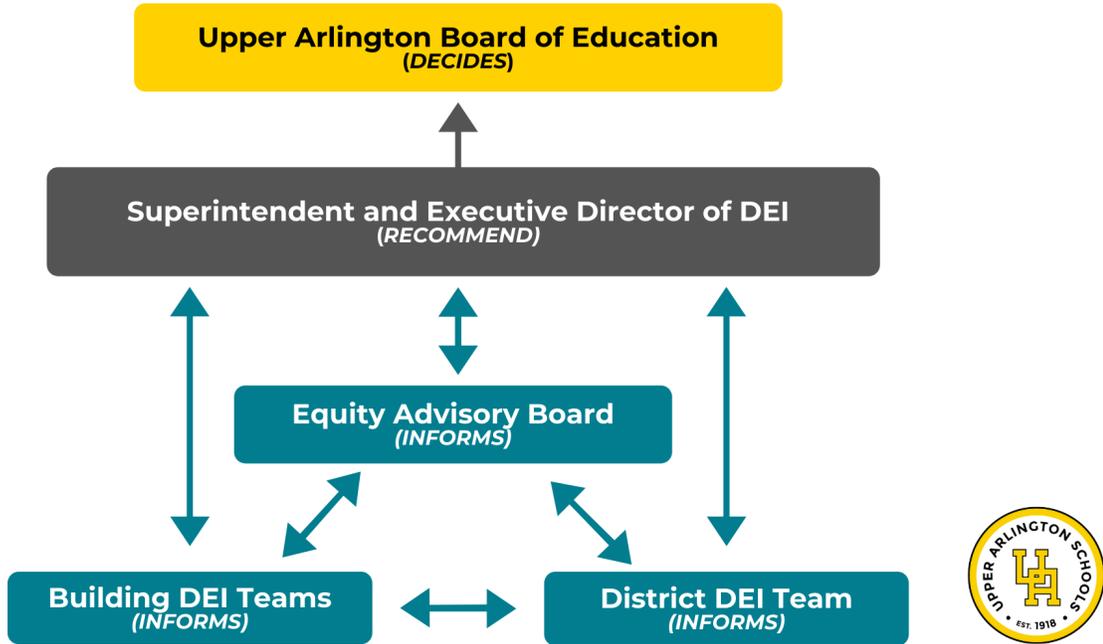
The Upper Arlington Board of Education acknowledges that acts of racism, prejudice, bias and bigotry occur within our schools and is committed to eliminating these experiences for students, families and staff. The 2019-2024 Strategic Plan recognizes the district's commitment to diversity, equity and inclusion as an essential element of student and staff well-being. The Board of Education is committed to ensuring our schools are places where every student are welcomed, respected, celebrated and supported while receiving the highest quality education.

To help further the district's work toward this goal, the Board of Education directed Superintendent Paul Imhoff, Ed.D., to create the Equity Advisory Board. The purpose of this Advisory Board is to utilize expert guidance and experience to create solutions in the areas of diversity, equity and inclusion and to ensure the district continues to move forward in its commitment to all diversity, equity and inclusion work.

STRUCTURE

The Advisory Board will play a supportive role in driving the diversity, equity and inclusion priorities for the district. As illustrated by the graphic on the following page, the Advisory Board will provide a level of expertise to the superintendent and the future executive director of diversity, equity and inclusion, and will also work in conjunction with the building and district DEI teams. The Advisory Board will inform recommendations made by the superintendent to the Board of Education, which ultimately makes decisions regarding district policy and future direction.

The Advisory Board will also provide annual formal updates to the Board of Education and collaborate with the district on accountability data to be published in the Quality Profile and on the forthcoming Diversity, Equity and Inclusion section of the district website, www.uaschools.org.



This volunteer group will be formed by the superintendent. It will be composed of committed individuals with a deep understanding of the importance and role equity plays in building a strong community. The Advisory Board will include 12 to 15 members, with representation from students, staff members, parents and professionals in the field of diversity, equity and inclusion. We anticipate the membership including:

- Three members of the teaching staff (elementary, middle and high);
- One member of the classified staff
- Two students;
- Six parents/guardians; and
- Three professionals in the field of diversity, equity and inclusion.

In addition, the Board of Education president will annually appoint two members of the Board of Education to serve as liaisons to the Advisory Board.

This group will meet monthly, with meetings facilitated by the executive director of diversity, equity and inclusion.

Terms and governance structures will be developed and set for the members of the advisory board.



TIMELINE

The superintendent will appoint a chairperson and co-chairperson for the Equity Advisory Board and work with them to recruit and review applicants against parameters designed to drive the overall goals and outcomes of the district's DEI strategy.

Interested individuals may submit a letter of interest and a resume detailing experience in the areas of diversity, equity and inclusion to Superintendent Paul Imhoff, Ed.D., by emailing superintendent@uaschools.org or by mail to 1950 North Mallway Drive, Upper Arlington, OH 43221. Applications will be due July 31, 2020.

Full Advisory Board membership will be established by the end of August 2020 with a first meeting in September 2020.

GOALS

Initially, the Equity Advisory Board will be charged with the goals listed below:

- Identifying, gathering and reviewing data to gain an understanding of the true student, staff and family experience in the Upper Arlington community;
- Defining equity as it relates to the overall mission and strategic plan of the district;
- Supporting relationships with the City of Upper Arlington and other local public entities engaging in diversity, equity and inclusion efforts;
- Building a sense of openness and safety in navigating uncomfortable conversations with and amongst the Upper Arlington community; and
- Providing insight and feedback on recruiting and retaining a diverse staff when job openings are available.

We believe this initial work will provide an important foundation to guide the future work of the Equity Advisory Board as well as the district and building DEI teams.

CONCLUSION

The Equity Advisory Board will support the Board of Education's commitment to diversity, equity and inclusion by sharing experience and providing expert guidance to the district's existing DEI teams and district leadership. This work will support the district's strategic plan and help us live up to our mission of challenging and supporting every student every step of the way.