

Equity, Diversity, and Inclusion

The Washougal School District Board of Directors recognizes that promoting and valuing equity, diversity, and inclusion are critical to accomplishing the district's goals.

For purposes of this policy, equity, diversity, and inclusion are defined as follows:

Equity involves allocating resources and opportunities based on individuals' circumstances to achieve fairness, ensuring that all students receive what they need to develop their full potential to thrive socially, emotionally, and academically.

Diversity refers to the range of differences between individuals, including but not limited to differences in race, ability, ethnicity, gender, language, religion, veteran status, sexual orientation, national origin, creed, color, gender identity or expression, marital status, citizenship status, disability, socioeconomic status, etc.

Inclusion means creating an environment where all individuals are welcomed, respected, accepted, and valued as members of the school community.

To promote equity, diversity, and inclusion, the district commits to doing the following:

- Address the unique challenges and barriers students may face by providing opportunities that lead to equitable outcomes.
- Recognize and support populations of students who have been historically underserved to eliminate gaps in outcomes and achievement.
- Provide professional development for district staff members that will cultivate the knowledge, skills, and capacity to respond to student needs and backgrounds in culturally responsive and effective ways.
- Prepare every student to connect and contribute to the community they live in.
- Partner with service organizations, businesses, social-service providers, community members, families, students, and staff members to build culturally responsive schools where all children are supported and connected through positive relationships in a safe environment.
- Engage in intentional efforts that eliminate the achievement gaps that persist for students.
- Prioritize efforts and resources to eliminate all forms of oppression.
- Foster inclusive, welcoming, and safe schools for all students and encourage mutual understanding and cultural exchange.
- Encourage conversations about equity, diversity, and inclusion that move the district and community forward in eliminating intolerance, racism, and inequity in our schools.

The superintendent or the superintendent’s designee will act as necessary to accomplish the purposes of this policy.

At least annually, the board will evaluate district programs to see whether they are promoting equity, diversity, and inclusion. As part of that evaluation, staff will provide disaggregated data regarding student achievement, information on how funding is allocated based on student need, and how programs and/or services are being implemented to ensure each student is being served.

Cross References: Policy	2020	Course Design, Selection and Adoption of Instructional Materials
	2030	Service Animals in the Schools
	2108	Learning Assistance Program
	2110	Transitional Bilingual Instruction Program
	2140	Guidance and Counseling
	2150	Co-Curricular Program
	2161	Special Education and Related Services for Eligible Students
	2162	Education of Students with Disabilities Under Section 504
	2190	Highly Capable Programs
	2340	Religious-Related Activities and Practices
	2410	High School Graduation Requirements
	2418	Waiver of High School Graduation Credits
	3115	Students Experiencing Homelessness – Enrollment Rights and Services
	3116	Students in Out-of-Home (Foster) Care
	3200	Rights and Responsibilities
	3205	Sexual Harassment of Students Prohibited
	3207	Harassment, Intimidation and Bullying
	3210	Nondiscrimination
	3211	Transgender Students
	3220	Freedom of Expression
	3241	Student Discipline
	5000	Recruitment and Selection of Staff
	5010	Nondiscrimination and Affirmative Action
	5010P	Nondiscrimination and Affirmative Action
	5011	Sexual Harassment of District Staff Prohibited

Legal References: Title VI, Civil Rights Act of 1964
Section 504 of the Rehabilitation Act of 1973
Title IX Educational Amendments of 1972
(IRCA) Immigration Reform and Control Act of 1986
The American with Disabilities Act of 1990
RCW 28A.640 Sexual equality
RCW 28A.642 Discrimination prohibition
RCW 49.60.030 Freedom from discrimination
RCW 49.60.400 Discrimination, preferential treatment
prohibited
WAC 392-190 Equal Education Opportunity

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Washougal School District
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