Personnel – All Employees

Educational Equity

Purpose

The diversity of our student body, our staff and our community is a strength of the Omaha Public Schools. Diversity is the variety of intersecting identities that make individuals unique including their perspectives and experiences. Educational equity benefits all students, staff and our community.

The purpose of this policy is to establish a framework for the elimination of bias as factors affecting student achievement and learning experiences, and to promote learning and work environments that welcome, respect and value diversity.

1. Eliminate Systemic Disparities
   To interrupt systems that perpetuate inequities, Omaha Public Schools will:
   a. Invite and include people from diverse backgrounds to examine issues and find solutions which address the root causes and systems.
   b. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of discrimination; and
   c. Eliminate practices that result in predictably lower academic achievement for any student group compared to peers.

2. Ensure Systemic Equity
   Omaha Public Schools leaders will ensure that equity guides employee actions and leads to improved academic results by:
   a. Recruiting, employing, supporting, retaining and continuously developing a workforce of culturally competent administrative, instructional and support personnel;
   b. Modeling equity in business practices;
   c. Ensuring a positive and academically rigorous school environment which engages all students;
   d. Collaborating as teachers and administrators to create and implement culturally responsive instructional practices, curriculum and assessments.

3. District Commitments
   Omaha Public Schools is committed to the following efforts to address educational equity:
   a. Promoting and providing equitable distribution of resources, opportunities, facilities and supports, even when this means differentiating resource allocations of the basis of student needs.
   b. Fostering a learning environment where diversity is encouraged and supported.
   c. Recruiting and retaining a workforce that reflects the diversity of our student and community by hiring the best employees of all backgrounds who will bring their unique talents and skills into our District to support our students.
d. Working together to increase their individual and collective ability of our staff to effectively teach a diverse student population.

These commitments are made regardless of a person’s race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status.

All students and staff of Omaha Public Schools deserve respectful and inclusive learning and working environments that values students, and staff member’s race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status. The goal is to ensure the safety, comfort, and healthy development of all students and staff while maximizing the integration and minimizing stigmatization and harassment.

Date of Adoption: [Insert Date]