

## COMMITMENT TO EQUITY

1           The Loudoun County School Board (LCSB) values the diversity of our students,  
2 families and employees and is committed to a learning and working environment that is  
3 equitable and is responsive to and supportive of all. Loudoun County Public Schools  
4 (LCPS) is dedicated to fostering student-centered learning environments that affirm  
5 cultural identities; positive academic outcomes; develop students' abilities to connect  
6 across lines of difference, and elevate historically marginalized voices.  
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8           LCPS recognizes and values the diversity of the students and broader community  
9 it serves and encourages diversity within its workforce. LCPS is committed to providing  
10 a safe, empathetic, respectful, and supportive learning environment as well as a call to  
11 action for staff and community to denounce hateful language and actions based on  
12 race, religion, country of origin, gender identity, sexual orientation, and/or ability. It is  
13 the expectation that every LCPS employee, through the performance of their job duties  
14 and responsibilities, adhere to and comply with the ideals, commitment, call to action  
15 and values as outlined in the statement.  
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17           As defined by the Virginia Department of Education, Education Equity is  
18 achieved when we eliminate the predictability of student outcomes based on race,  
19 gender, zip code, special education status, socioeconomic status, or languages spoken  
20 at home. This definition of education equity is informed by student centered outcome  
21 data, is measurable and one that we can monitor our progress towards achieving.  
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23           LCPS further commits to identify action steps and associated governance and  
24 operational opportunities that the LCSB and LCPS administration can take to combat  
25 systemic racism. LCPS is committed to ensuring transparency in progress monitoring  
26 and accountability of actions moving LCPS toward an ongoing commitment to diversity,  
27 equity, inclusion, justice, and anti-racism. The LCSB and LCPS administration will take  
28 action toward combating systemic racism with a continuous focus on four areas to  
29 include: Academic Progress, Access and Opportunity, Relationships and Culture, and  
30 Closing Gaps.  
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32           A. LCPS affirms its commitment to equity through:  
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35           1. Recruitment and hiring of candidates to create a diverse employee  
36 workforce and retention of employees to maintain the diversity of the workforce;  
37           2. Deeper Learning and Culturally Responsive Instruction;  
38           3. Professional learning, development and coaching to strengthen the equity  
39 literacy and racial consciousness of staff; LCPS recognizes the following  
40 definitions of the two terms:  
41

42           a. Equity Literacy: The skills and dispositions that allow us to  
43 create and sustain equitable and just learning environments for  
44 all families and students.

45           b. Racial Consciousness: The awareness of race and how it can

## COMMITMENT TO EQUITY

46 influence our actions, thinking, and beliefs.

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48 4. Family Engagement represents authentic inclusive practices.

49 5. Focus on the whole child through a Multi-tiered System of Supports; and

50 6. Elimination of disparities in discipline, and gaps in access to resources and  
51 opportunities.

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53 B. Equitable Learning Environment. The LCSB believes that every student matters,  
54 and in particular, that educational outcomes

55 should never be predictable by any individual's actual or perceived personal

56 characteristics, and that equity demands intentional focus and attention to eliminate

57 all gaps (resource and opportunity) in student achievement. LCPS is committed to

58 empowering all students to make meaningful contributions

59 to the world, recognizing that students' community in their immediate world

60 must be a culturally responsive environment. LCPS is committed to becoming a

61 more culturally responsive school system through the implementation of culturally

62 responsive instruction and practices. LCPS is specifically focused on creating a school

63 system that provides the following:

64 1. A Welcoming, Inclusive, and Identity Affirming Environment

65 2. Inclusive Curriculum and Assessment

66 3. Engagement and Challenge Through Deeper Learning

67

68 C. Equitable Working Environment. The LCSB believes that

69 all employees are entitled to a working environment that is free from harassment

70 and discrimination, that promotes and fosters respect, and that recognizes the

71 diversity of each employee. LCPS is committed to

72 fostering an equitable working environment through diverse candidate

73 recruitment and hiring and retention of diverse employees through professional

74 learning and coaching and other workplace learning opportunities.

75

76 D. Commitment Through Policy. LCPS recognizes the

77 need to provide specific policies and procedures to articulate and govern a safe,

78 respectful, and inclusive learning and working environment. LCSB policies and

79 regulations have been established to meet these

80 expectations, including but not limited to:

81 1. School Board Policy 1040: Equal Opportunity for Equitable, Safe and  
82 Inclusive Environment;

83 2. School Board Policy 7012: Equal Opportunity for Employment;

84 3. School Board Policy and Regulation 7014: Environments Free from  
85 Harassment, Discrimination, and Abuse;

86 4. School Board Policy 7016: Employment Complaints;

87 5. School Board Policy and Regulation 7560: Professional Conduct; and

88 6. School Board Policy [8030/8-6: Sex Discrimination and/or Sexual

89 Harassment – will need to update this based on final title of revised policy]

90 7. Regulation 8030-3: Discrimination and Harassment Based on Racism and

COMMITMENT TO EQUITY

91 Hate Speech

92 8. School Board Policy 8125: Admission Requirements

93 9. School Board Policy 8040: Rights of Transgender and Gender-Expansive

94 Students

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96 Adopted: xx/xx/xx

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100 Cross Refs: LCPS Action Plan to Combat Systemic Racism, LCPS Comprehensive  
101 Equity Plan, LCPS Culturally Responsive Framework, Policy 1040, Equal Opportunity for  
102 Equitable, Safe and Inclusive Environment, Policy 7012, Equal Opportunity for  
103 Employment, Policy and Regulation 7014, Environments Free from Harassment,  
104 Discrimination, and Abuse, Policy 7016, Employment Complaints, Policy and Regulation  
105 7560, Professional Conduct, Policy [8030/8-6, Sex Discrimination and/or Sexual  
106 Harassment, Policy 8125, Admission Requirements, Policy 8040, Rights of  
107 Transgender and Gender-Expansive Students