

## 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.

7        LCPS recognizes and values the diversity of the students and broader community  
8 it serves and encourages diversity within its workforce. LCPS is committed to providing  
9 a safe, empathetic, respectful, and supportive learning environment as well as a call to  
10 action for staff and community to denounce hateful language and actions based on  
11 race, religion, country of origin, gender identity, sexual orientation, and/or ability. It is  
12 the expectation that every LCPS employee, through the performance of their job duties  
13 and responsibilities, adhere to and comply with the ideals, commitment, call to action  
14 and values as outlined in the statement.

15        As defined by the Virginia Department of Education, Education Equity is  
16 achieved when we eliminate the predictability of student outcomes based on race,  
17 gender, zip code, special education status, socioeconomic status, or languages spoken  
18 at home. This definition of education equity is informed by student centered outcome  
19 data, is measurable and one that we can monitor our progress towards achieving.

20        LCPS further commits to identify action steps and associated governance and  
21 operational opportunities that the LCSB and LCPS administration can take to combat  
22 systemic racism. LCPS is committed to ensuring transparency in progress monitoring  
23 and accountability of actions moving LCPS toward an ongoing commitment to diversity,  
24 equity, inclusion, justice, and anti-racism. The LCSB and LCPS administration will take  
25 action toward combating systemic racism with a continuous focus on four areas to  
26 include: Academic Progress, Access and Opportunity, Relationships and Culture, and  
27 Closing Gaps.

28        A.        LCPS affirms its commitment to equity through:

29            1.        Recruitment and hiring of candidates to create a diverse employee  
30 workforce and retention of employees to maintain the diversity of the workforce;  
31            2.        Deeper Learning and Culturally Responsive Instruction;  
32            3.        Professional learning, development and coaching to strengthen the equity  
33 literacy and racial consciousness of staff; LCPS recognizes the following  
34 definitions of the two terms:

35            a.        Equity Literacy: The skills and dispositions that allow us to  
36 create and sustain equitable and just learning environments for  
37 all families and students.  
38            b.        Racial Consciousness: The awareness of race and how it can

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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

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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.

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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

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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