Davis School District

OFFICE OF EQUAL OPPORTUNITY

Board Update



Presented by : Director Ben Hill and Assistant Director Tara Best

The Office of Equal Opportunity

OUR MISSION & VISION



Our Mission

Upholding dignity in every students daily experience.



Our Vision

Creating a culture of belonging in every school and every classroom.

PROTECTING CIVIL RIGHTS IN OUR SCHOOLS

Helping ensure students and employees can learn and work free from unlawful harassment and discrimination



Protect

Uphold civil rights protections for students and employees.



Respond

Ensure concerns are addressed fairly, promptly, and consistently.



Support

Train and guide schools to recognize, prevent, and address concerns.

Addressing Harassment and Discrimination

FROM REPORT TO RESOLUTION

OEO works with school administrators to ensure concerns are handled appropriately and consistently

01. Report	02. Investigate	03. Determine	04. Respond
A concern is brought forward.	Gather facts and hear from those involved.	Apply district policy to the findings.	Address violations and help prevent recurrence.

Our Goal:

Fair processes, consistent accountability, and safer, more welcoming schools



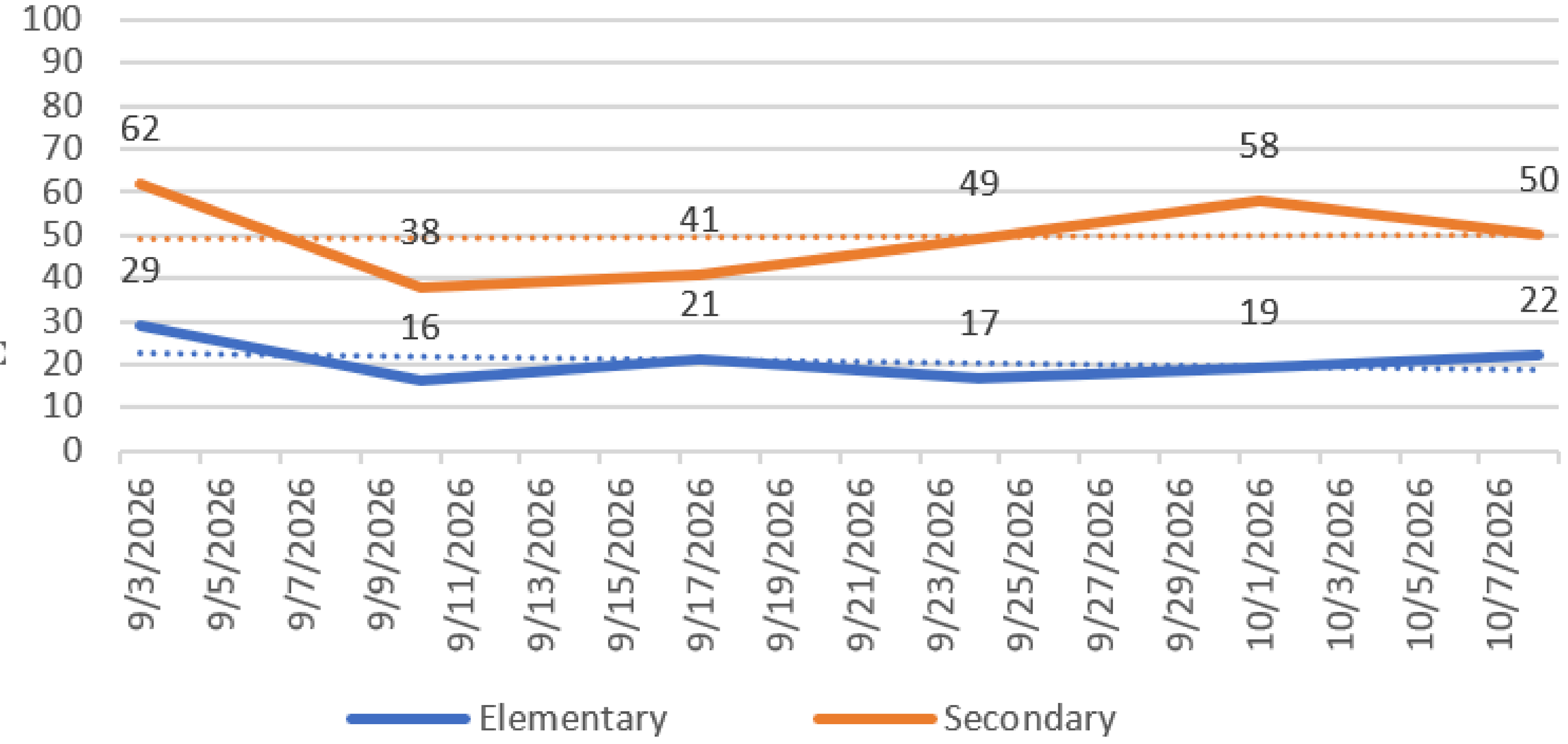
QUARTER 1 DATA REVIEW

An overview of first-quarter data highlighting key trends, findings, and areas of focus to inform ongoing efforts and continuous improvement across the district.

Reports of 11IR-100 Policy Violation Comparisons of Q1

25-26 Breakdown of conclusions:	26-27 Breakdown of conclusions:
Harassment: 88 (15%) Policy Violations: 340 (58%) Insufficient Evidence: 91 (15%) Recidivism rate: 19% Recidivism rate meeting harassment: 5%	Harassment: 91 (17.5%) Policy Violations: 245 (47%) Insufficient Evidence: 94 (18%) Recidivism rate policy violation: 14% Recidivism rate meeting harassment: 2.5%
Total number of reports: 591	Total number of reports: 521

Total HDRS Cases 26-27



BELONGING IN ACTION

Strengthening spaces of belonging through intentional efforts across our district.

POLICY TRAININGS

Policy and Procedures

- 31 Trainings conducted by the OEO staff.
- 8 One on One Individualized Trainings

Staff Annual Belonging

Student Facing Employees
7,029/7,410
(94.86%)

Non Student Facing
1,390/1,734
(80.16%)

Student Annual Belonging

Delivered to all students within the first 10 school days, with kindergarten materials sent home for parents/guardians to review and discuss with their child.

Coaches

As of June ‘26
488 Coaches Completed Annual Training

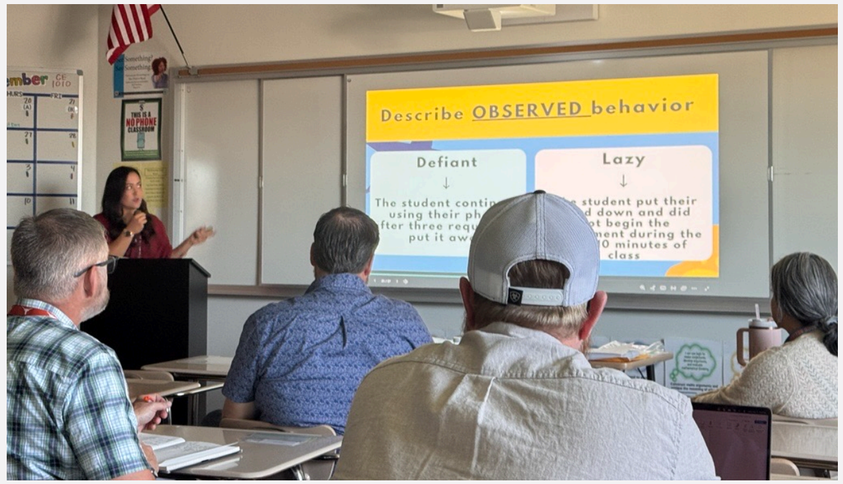
SUPPORTING SCHOOLS

PROFESSIONAL DEVELOPMENT

- Investigations
- Cultural Liaison
- De-escalation Strategies
- Belonging Training with Language Guide tool
- Belonging Webinar



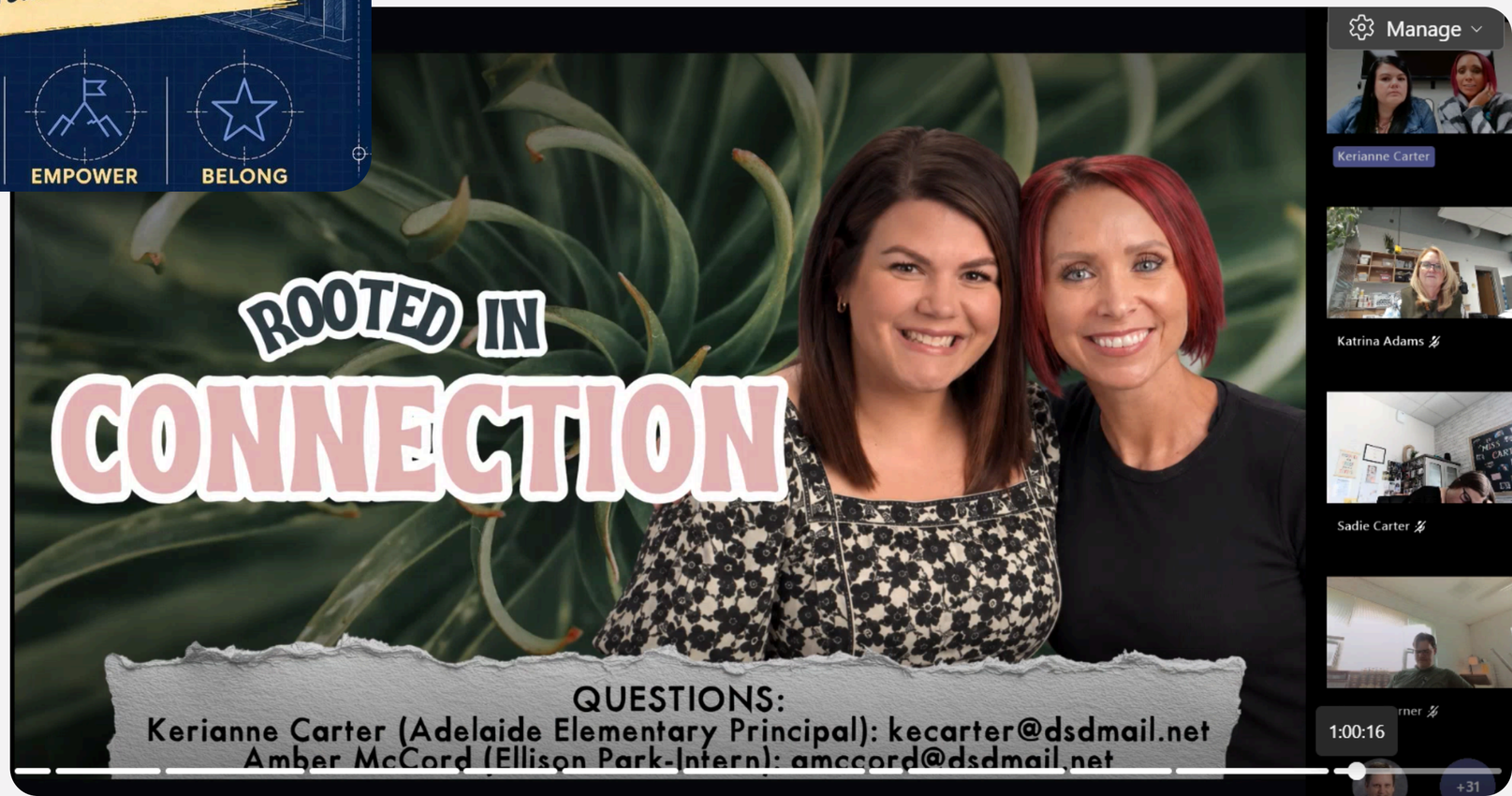






BELONGING WEBINAR

A monthly webinar series designed to strengthen school culture by exploring the four pillars of belonging and sharing practical strategies that help every student and staff member feel appreciated, validated, accepted, and treated fairly.



BUILDING CONNECTIONS & CELEBRATING BELONGING

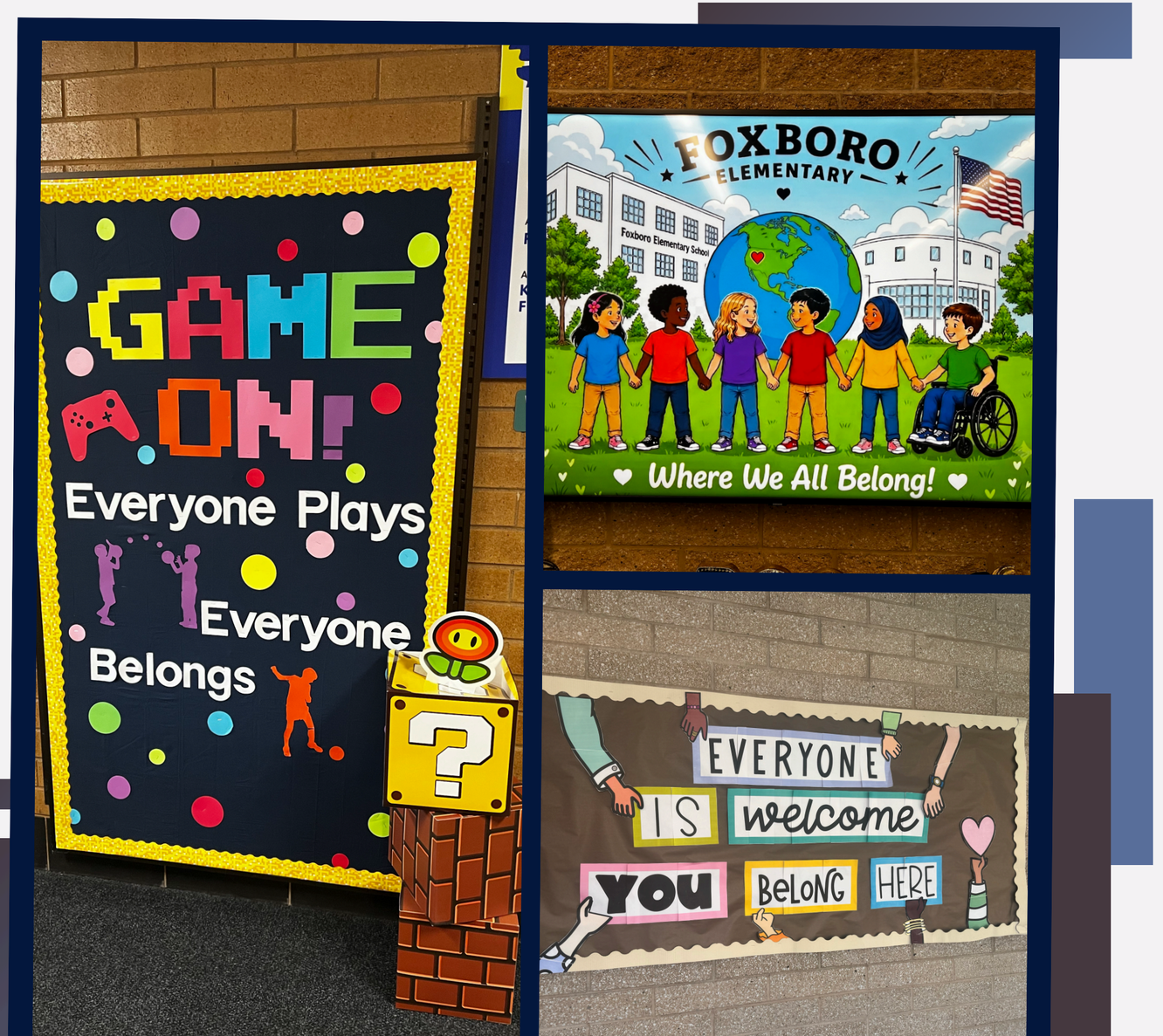
Assemblies



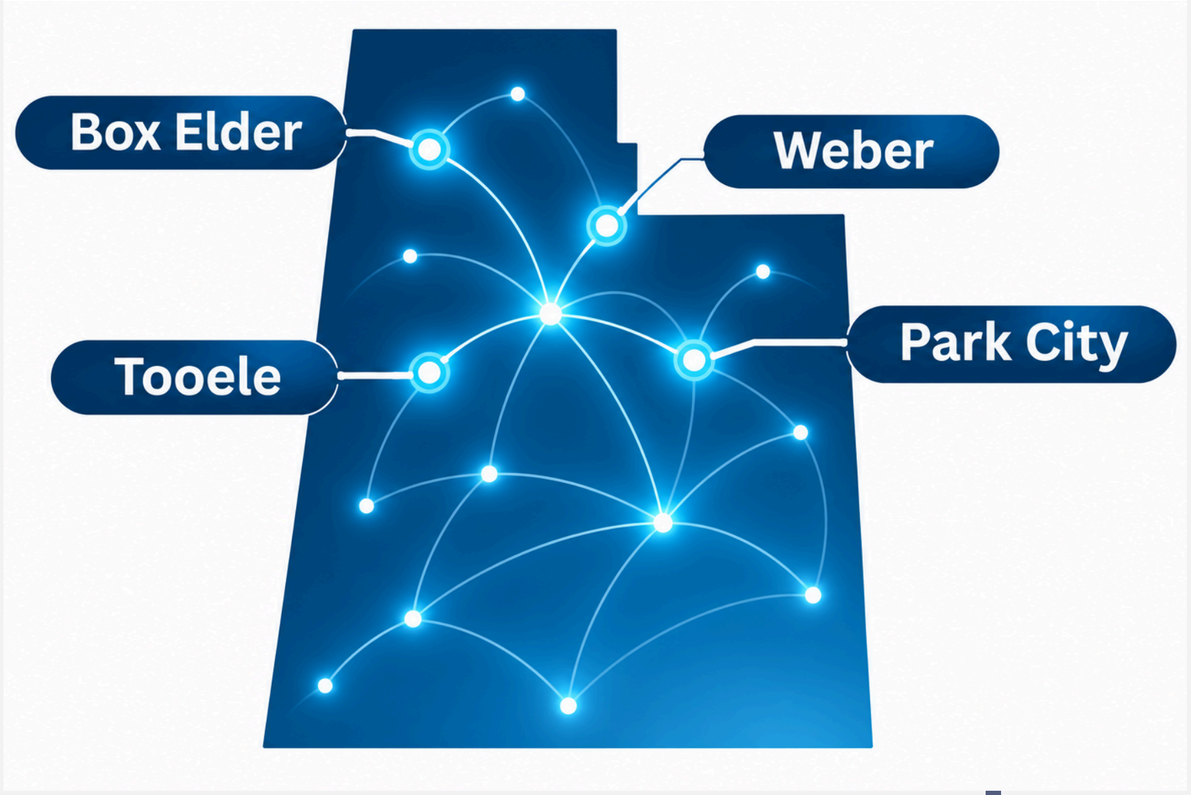
Mentoring



CLIMATE & CULTURE GOALS



COLLABORATION
WITH UTAH DISTRICTS



Building partnerships with district leaders across Utah

Davis School District recognized by fellow district leaders as a resource for guidance and collaboration in Title VI work.

THANK YOU