

**Presented at BOE Policy Cmte. by D. Cowan, 5/11/2021**

Additional required language regarding Diversity, Inclusion, and Equity at Woodbridge School District; this language provides missing definitions to the proposed policy; and specifically prohibits the schools from teaching or training students to believe certain divisive concepts; it also allows a certified teacher or other staff members to be dismissed or not reemployed for teaching or training; students to believe certain divisive concepts.

(a) “Divisive concepts” means the concepts that: one race or sex is inherently superior to another race or sex, the United States is fundamentally racist or sexist, an individual, by virtue of his or her race or sex, is inherently racist, sexist or oppressive, whether consciously or unconsciously, an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex, members of one race or sex cannot and should not attempt to treat others without respect to race or sex, an individual’s moral character is necessarily determined by his or her race or sex, an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex, any individual should feel discomfort, guilt, anguish or any other form of psychological distress on account of his or her race or sex, meritocracy or traits such as a hard work ethic are racist or sexist or were created by a particular race to oppress another race, or any other form of race or sex stereotyping or any other form of race or sex scapegoating;

(b) “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status or beliefs to a race or sex, or an individual because of his or her race or sex; and

(c) “Race or sex scapegoating” means assigning fault, blame or bias to a race or sex or to members of a race or sex because of their race or sex. It also includes any claim that consciously or unconsciously and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

Woodbridge Public School Districts employees shall be prohibited from teaching, instructing or training any student to believe any of the divisive concepts set forth above. Subject to the provisions of the Connecticut State Law and Policies of the WSD, a teacher may be dismissed or not reemployed; for teaching, instructing or training any student to believe any of the divisive concepts (a), (b), or (c) set forth above in the policy.