

NOVA CLASSICAL ACADEMY
MANUAL OF POLICIES APPROVED BY THE BOARD OF DIRECTORS

POLICY NP _____:
RACIAL EQUITY POLICY

I. PURPOSE

All students need a safe, supportive school environment to progress academically and developmentally. We acknowledge the complex societal and historical factors that contribute to the inequities that our students, and students across the country, face. Nova Classical must address and overcome this inequity and institutional racism, providing all students with the support and opportunity to succeed. The responsibility for the disparities among our young people rests with adults, not the children.

Nova Classical believes that families are partners with Nova Classical in its effort to address achievement and opportunity gaps. Nova Classical believes that students are partners in their academic achievement, and that school attendance and engagement are essential to reduce the achievement and opportunity gaps that exist.

The purpose of this policy is to ensure a district environment in which all students achieve high-level academic outcomes that are not predictable by race, ethnicity, or culture.

II. GENERAL STATEMENT OF POLICY

Nova Classical shall confront institutional bias that historically results in predictably lower academic achievement based on race, ethnicity, and culture. Nova Classical shall act to ensure that each student is supported, encouraged, and academically challenged by the adults around them regardless of race, ethnicity, or culture. Nova Classical shall welcome and empower students and families, including underrepresented families of color (including those whose first language may not be English) as essential partners in their student's education, school planning, and decision-making.

III. DEFINITIONS

The following definitions are provided to assist in understanding this policy:

Bias means a particular tendency, trend, inclination, feeling, or opinion – especially one that is preconceived or unreasoned – that affects one's understanding, actions, and decisions.

Culture means all the ways of life including values, traditions, beliefs, habits, patterns of thinking, behaviors, and styles of communication, that are passed down and shared by a group of people from generation to generation.

Disparity means a difference that is significant, noticeable, and unfair, such as economic, health, or educational.

Equity means the concept of being fair and impartial while acknowledging that society has not afforded the same resources, access, and treatment to everyone, and the commitment to working to remedy all inequities through action.

Ethnicity means a social construct (not a biological fact) that divides people into smaller social groups based on characteristics, for example: a shared sense of group membership, values, language, political and economic interests, history, and ancestral geographical base.

Institutional Racism means discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for white people over Black, Indigenous, and People of Color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but create advantages.

Race means a social construct that categorizes humans; it is not a biological fact.

Racial Identity means an individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe themselves based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

Underrepresented means inadequate representation of people or power for a given group.

IV. SCHOOL RESPONSIBILITIES

Nova Classical shall create welcoming environments that reflect and support the racial and ethnic diversity of the student population and community. Families are seen as partners with Nova Classical in its effort to address achievement and opportunity gaps.

To ensure staff are informed and aware of their responsibility related to racial equity, Nova Classical shall provide professional development specifically designed to strengthen employees' knowledge and skills for eliminating opportunity and achievement gaps between groups of students. Nova Classical may also provide education and training regarding the issues addressed in this policy to students and the broader school community. All staff and students may be given the opportunity to understand racial identity and the impact of their own racial identity on themselves and others.

Nova Classical's Board shall consider the values stated in this policy in conducting its business and in exercising its responsibilities.

In conjunction with Nova Classical's authorizer and the Minnesota Department of Education's (MDE) World's Best Workforce (WBW), Nova Classical's Board annually sets goals which support high-level academic student outcomes that are not predictable by race, ethnicity, or

culture, with clear accountability metrics, including the goal that all racial achievement gaps between students be closed. The Executive Director shall annually report progress on the goals, integrating data from Nova Classical's WBW report, and, when applicable, shall highlight discrepancies between the targets set and actual performance. If the goals are not met, the Executive Director shall identify action to be taken by Nova Classical to target these discrepancies. Actions taken by Nova Classical to strategically support student groups where discrepancies exist may include, but are not limited to:

- increasing expenditures,
- reallocating staff,
- providing additional training to teachers and staff,
- evaluating school curriculum,
- reviewing school policies and procedures,
- increasing community engagement, and
- identifying measurable factors beyond race, ethnicity, or culture that are causing the discrepancy.

School staff shall, within the parameters of their various duties and responsibilities, comply with and execute such plans as are designed to address the values and directions included in this policy.

V. SCOPE

This policy covers conduct that takes place in Nova Classical, on school property, at school-sponsored functions and activities, on school buses or vehicles, and at bus stops. This policy applies to the entire school community, including, but not limited to, school employees, students, parents/guardians, volunteers, and agents of Nova Classical.

VI. BULLYING, HARASSMENT, AND DISCRIMINATION PROHIBITION

Bullying, harassment, and discrimination on the basis of race, ethnicity, or culture are prohibited. The reporting of such incidents shall follow the procedures outlined in NP402. Any such incident is to be taken seriously, given immediate attention, and handled in the manner designated by this policy.

VII. PUBLICATION

Nova Classical will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.

Legal References:

- U.S. Const. amend XIV, § 1 (Equal Protection)*
- 20 U.S.C. § 1703 (Equal Educational Opportunity)*
- 42 U.S.C. § 2000c et seq. (Desegregation)*
- 42 U.S.C. § 2000d et seq. (Title VI of the Civil Rights Act of 1964)*

42 U.S.C. § 2000e-2 (Title VII of the Civil Rights Act of 1964)
25 U.S.C. § 452 et seq. (Johnson-O'Malley Act)
Minn. Stat. § 124D.855 et seq. (School Desegregation and Integration)
Policy 101.00 Page 2 of 3 Minn. Stat. § 124D.71 et seq. (American Indian Education Act of 1988)
Minn. Stat. § 123B.02, subd. 11 (Agreements with Indian Tribes)
Minn. Stat. § 123B.30 (Classification of Pupils by Race)
Minn. Stat. § 124D.74, subd. 2 (Assignment of Students by Race)
Minn. Stat. § 124D.123 (Race discrimination in Flexible Year Programs)
Minn. Stat. § 181.59 (Discrimination by Contractors)
Minn. Stat. Chapter 363A (Minnesota Human Rights Act)
Minn. Rules Part 3535 (Equal Opportunity in Schools)

Cross References:

NP 307 (Counting All Students)
NP 402 (Reporting Unethical or Illegal Activity)
MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 526 (Hazing Prohibition)