

Pleasanton Unified School District
Resolution No. 2015-2016.23
“Equity & Diversity”

WHEREAS The strength and richness of our community is in its diversity. The Board of Trustees affirms its commitment to continuing the District’s systemic efforts to build a society free of hatred, bigotry, and racism.

WHEREAS Equity and equality are not interchangeable terms. The concept of educational equity goes beyond formal equality -- where all students are treated the same -- to fostering a barrier-free environment where all students, regardless of background, have the opportunity to benefit equally. We believe that equity must be measured by access and outcomes.

WHEREAS Pleasanton Unified School District Board Policy 0410 outlines our commitment to nondiscrimination based on “gender, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics.” While this policy addresses intentional inequities, we will not ignore the unintentional creation of inequity. Our District strategic plan states: “All students regardless of race, ethnicity, socioeconomic status, or gender will be proficient/advanced and college/career ready upon graduation.” We recognize there are historical and ongoing societal causes of inequity, and we are firmly committed to the success and well-being of all Pleasanton children.

WHEREAS Our District data shows that not all students are achieving at their full potential. We assert that addressing disparities in educational access and opportunity are the responsibility of every adult in the Pleasanton Unified School District, and not the responsibility of our children. Inequality in outcomes will be addressed through the implementation of systemic structures to support all students within our school system.

NOW, THEREFORE BE IT RESOLVED With these commitments in mind, the School Board of the Pleasanton Unified School District expects that:

- Every student will be provided with equitable access to high quality and culturally relevant instruction, curriculum, support, facilities, and other educational resources, even when this means differentiating resources to accomplish this goal.
- Multiple pathways to success will be created, in order to meet the needs of each of our students and shall actively encourage, support, and expect high academic achievement from all students uniformly.
- Practices and policies that lead to both the over-representation of students from some ethnic groups and students of low socioeconomic status in areas such as special education and the under-representation in programs such as gifted and talented, honors, and Advanced Placement will be critically examined and modified.

- All staff and students will be provided with the opportunity and education needed to understand identity with regards to gender, ethnicity, parental status, ability, religion, or sexual orientation and the connection between identity and the disparate impact of both contemporary and historical practices in education, and society as a whole, on our students.

PASSED AND ADOPTED this 12th day of January, 2016, by the Governing Board of the Pleasanton Unified School District, of Alameda County, California

| | AYES | NOES | ABSTAIN | ABSENT |
|---------|-------------|-------------|----------------|---------------|
| Arkin | _____ | _____ | _____ | _____ |
| Grant | _____ | _____ | _____ | _____ |
| Hintzke | _____ | _____ | _____ | _____ |
| Laursen | _____ | _____ | _____ | _____ |
| Miller | _____ | _____ | _____ | _____ |

Vice-President of the Board of Trustees
Pleasanton Unified School District
Alameda County, State of California