

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PROGRAM
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ANTI-RACISM AND EQUITY POLICY

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Belief Statement

The Collingswood Board of Education (“Board”) and the Collingswood Public School District (“District”) rejects all forms of racism as contradictory to the District’s mission, values, and goals. The Board and District are committed to successfully preparing all students for their futures and providing an inclusive environment for all community members.

The Board and District value the racial, ethnic, cultural, religious and socioeconomic diversity that is represented throughout the school and community. A foundation of equity, inclusion, and antiracism is an unconditional prerequisite for establishing a healthy organization. All members of the Collingswood School District deserve a safe, respectful, welcoming, and inclusive learning and working environment in which their uniqueness is recognized and valued.

This policy represents our commitment to dismantling racism in all its forms and providing equal access to an education that will empower all students. Racial discrimination in Collingswood School District is unacceptable and prohibited.

Policy and Goals

In order to achieve racial equity for our students the Board sets the following goals for itself and the Superintendent:

- Curriculum and instructional materials for all grades that reflect cultural and racial diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups including but not limited to Black/African American and Hispanic students, Indigenous Peoples, Pacific Islander, and Southeast Asian students.
- Identify and correct the issues that lead to the over-representation of students of color in areas such as special education and discipline, and the under-representation in programs such as talented and gifted, honors, and Advanced Placement.
- Attract, recruit, hire, retain, and support staff and leadership that more closely reflect the racial, ethnic, and linguistic diversity of the school district's students.

As the above three goals are critical to Collingswood School District’s growth as both an anti-racist and equitable district, upon adoption of this policy, the Board along with the Superintendent will report to the community annually regarding the progress on these goals.

Adopted: October 23, 2023

