ACPS Equity Policy Review Checklist

Albemarle County Public School Division's shared equity mission is to end the predictability of social and cultural factors on student success by working together with families and communities to ensure each individual student's success (ACPS Equity & Access Initiative: A Call to Action, 2017).

Name: Davra Miller

Please return to [Name] by:

Jamie Gellner 9/20/21

Title: **GBC, Standards of Conduct**
Steps:

1. Review the policy against the checklist. If you can answer "yes" to item 1, "no" to item 2, and "yes" to item 3, then the equity threshold has been met; if not, proceed to step 2.
2. Make revisions to the policy
3. Review the revised policy against the checklist
4. After the second review, if you cannot answer "yes" to item 1, "no" to item 2, and "yes" to item 3, or if you are unsure what changes to make, this warrants referral to the review committee

Equity Policy Review

	Yes	No	Comments
1. Will the policy have a positive impact on equity, inclusion and full participation of all people?	X		
2a. Is there a likelihood of adverse impacts with respect to equity (or are there already adverse impacts)?		X	
2b. If yes, which "classes" might be affected?	□ Sex □ Gender (Identity and/or Expression) □ Race □ Color □ National origin □ Disability □ Religion □ Ancestry □ Age □ English language status □ Marital Status □ Genetic information □ Sexual orientation □ All classes Cannot identify a specific class		
3. Is there anything in place in the policy or elsewhere to ensure accountability (such as equity-focused benchmarks or data points)?	X		Supervisors are expected to consult Human Resources regarding policy violations. HR provides oversight for consistency and precedent.
4. Should changes be made to make the policy more equitable and inclusive?		X	
5. Should this policy be referred to the Equity Policy Review Committee?	X		

Note: The review committee will consist of a panel of at least three individuals representing ACPS Staff and Diversity & Equity Advisory Committee (DEAC) members who have received relevant training in using the equity tool. Updated February 2019