

## 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: Jim Foley, Director of Transportation

**Please return to [Name] by:**

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Title: Policy EEAD, School Buses

**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

<b>Equity Policy Review</b>			
	Yes	No	Comments
1. Will the policy have a <u>positive</u> impact on equity, inclusion and full participation of all people?	X		Providing school busses for home to school, academic field trips, and athletic trips will provide deeper educational and social experiences for all students
2a. Is there a likelihood of <u>adverse</u> impacts with respect to equity (or are there already adverse impacts)?	X		<p>Some field trips are paid by parents some of which may not be able to afford the expense. Policy IICA addresses this, however, and ensures that all students will be able to participate on field trips regardless of the expense.</p> <p><b>**Staff note:</b> As we move towards a set of guaranteed field experiences in the strategic plan, we will need to ensure that the logistics (i.e. the transportation requirements are available) and the operational costs are considered so that we can, in fact, provide the experiences for all students in an equitable manner.</p>
2b. If yes, which “classes” might be affected?	<input type="checkbox"/> Sex <input type="checkbox"/> Gender (Identity and/or Expression) <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National origin <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Religion <input type="checkbox"/> Ancestry <input type="checkbox"/> Age <input type="checkbox"/> English language status <input type="checkbox"/> Marital Status <input type="checkbox"/> Genetic information <input type="checkbox"/> Sexual orientation <input checked="" type="checkbox"/> 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		<p>Transportation tracks the use of all buses and the cost for all trips. IICA allows for all fees for field trips/athletic trips to be waived for students who cannot afford them.</p> <p>Procedures in place and monitored for other staff components—i.e. parking buses at home and using buses for personal use. This is monitored using GPS and the same rules apply to all staff.</p>
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