

EQUITY

The Governing Board of the Castro Valley Unified School District values all members of our diverse community and is committed to providing an equitable education within the total learning environment for each student in the district.

We believe that equity of opportunity and equity of access to programs, services, and resources are critical for the success of each of our students and staff. The Board further recognizes that equitable treatment leads to the attainment of educational, social, and career options that are reflective of the abilities, experiences, and contributions of students, employees, parents/guardians, and community members.

The Board commits itself to ensure the principles of fairness, equity, and inclusion and understands that it is essential to integrate these into all policies, programs, operations, and practices.

Therefore, the Board expects that:

- Curricula taught in our schools incorporate the reality of our diverse and pluralistic society.
- Multiple teaching and learning practices develop conflict resolution techniques and positive interpersonal skills in our students.
- Each student is provided with equitable opportunities to be successful in our system and each learner is provided with support to develop abilities and achieve aspirations.
- Recruitment, hiring, and promotional practices result in a qualified diverse staff that is committed to the vision and goals of equity set forth by CVUSD.
- Staff, family, and community members collaborate to meet the multiple educational needs of our students.
- Parents, guardians, and community members make contributions to the students' total learning experiences as learners, teachers, role models, and advocates.
- Students, employees, parents, and community members are provided with effective procedures for resolving concerns and complaints as they arise.
- Procedures are in place at all levels of the school system to implement, review, and develop policies, programs, and practices that promote equity in the district; to assess their effectiveness; and to make changes where necessary.

Legal Reference

cf. 1312	Uniform Complaint Procedure
cf. 5137	Positive School Climate
cf. 5145.3	Nondiscrimination/Harassment
cf. 5145.7	Sexual Harassment
cf. 6141	Curriculum Development and Evaluation
cf. 6141.6	Multicultural Education
cf. 6142.4	Learning Through Community Service
cf. 6161.1	Selection and Evaluation of Instructional Materials