# ACPS Initial 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's success.

This checklist is informed by the priorities adopted in the ACPS School Board policies linked below and is to be used to ensure that newly adopted or revised policies are aligned with the equity priorities set in these policies:

Policy AC- Nondiscrimination

Policy ACB- Sexual Harassment

Policy ACC- Anti-Racism

Policy GB- Equal Employment Opportunity

Policy GBAB- Americans With Disabilities Act

Policy IGAK- Equity Education

Policy JB- Equal Education Opportunities

Policy JBA- Treatment of Transgender and Gender Expansive Students

The ACPS Equity Policy states:
*…equity in opportunities and accessibility to our programs, services, and resources is critical to the achievement of all students*

*…Diversity includes diversity of thought, values, and perspectives and includes protected classes as outlined in Policy AC, Nondiscrimination.*

These protected classes are sex, sexual orientation, gender, gender identity, race, color, national origin, disability, religion, ancestry, age, marital status, pregnancy, childbirth or related medical conditions, military status, genetic information, or any other characteristic protected by law.

Steps:
1. Review the policy against the checklist. The equity threshold has been met if you answer "yes" to questions 1-4. 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, the equity threshold has been met if you answer "yes" to items 1-4.
5. If you are unsure how to revise the policy to meet the criteria or have other equity concerns check "yes" for item 5 and submit the policy and checklist to the Director of the Office of Equity Education.

| Equity Policy Review | | |
|---|---|---|
| Name:<br>Megan Wood | Policy Code:<br>IIA | Title:<br>Instructional Matierals |

| | Yes | No | Comments |
|---|---|---|---|
| 1. Are the benefits of the policy available to all? (no groups or individuals excluded) | ☑ | ☐ | |
| 2. Are the benefits of the policy accessible to all? (no intended or unintended barriers that prevent access for certain groups or individuals) | ☑ | ☐ | As this policy refers to parent notification of sexually explicit content, all ACPS communication standards are expected to be applied. |
| 3. Can the ACPS stakeholder(s) articulate how accountability for the policy will be ensured (such as equity-focused benchmarks or indicators)? | ☐ | ☐ | Not applicable - this policy specifically relates to parent notification. |
| 4. Does the policy use inclusive and non-judgemental language? | ☑ | ☐ | |
| 5. Recommend further equity review by the policy committee | ☐ | ☑ | |