

<b>Policy Title:</b>	<b>Anti-Racism Policy</b>	<b>Policy ID:</b>	
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## I. Purpose of Policy

The purpose of this policy is to eliminate all forms of racism in the Hartford School District. The goals of this Anti-Racism policy include:

1. Promoting critical thinking regarding the history, contribution, and perspectives of diverse ethnic and social groups, specifically those traditionally excluded from K-12 education;
2. Incorporating classroom content and strategies that enable students to safely explore questions of identity and membership in diverse ethnic and social groups, race equality, and racism; and
3. Creating engagement opportunities that provide families with a welcoming means of raising any concern about their child’s experience as it relates to racial, ethnic, or social identity at school.<sup>1</sup>

## II. Policy Scope

This policy applies to all schools, facilities and programs in the Hartford School District and to all members of the Hartford School District including, but not limited to, students, staff, volunteers, visitors, and teachers.

## III. Definitions

**Anti-racism:** the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism.<sup>2</sup>

**Ethnicity:** the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc. Ethnicity is revealed by the traditions one follows, a person’s native language, and so on.

**Individual Racism:** pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others.

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<sup>1</sup> H.3 (Act 1) (g)(2)(A)(i-iii)(B)

<sup>2</sup> Alberta Civil Liberties Research Centre, *Anti-Racism Defined*, <http://www.aclrc.com/antiracism-defined>, Ontario Anti-Racism Secretariat (Last visited: June 7, 2020)

**Institutional Racism:** occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people.

**White Privilege:** a web of institutional and cultural treatment and exemption from racial and national oppression **that results in preferential treatment for white people.**<sup>3</sup>

**White Supremacy:** the political, economic, and cultural systems in which white individuals overwhelmingly control power over material resources—a form of dominance and control, and not just the overt hate of one group towards another.

**Systemic or Structural Racism:** The way in which public policies, institutional practices, cultural representations, and other norms work in various ways to reinforce and perpetuate racial group inequity. It is not something we as individual members of society actively choose to practice, instead it is a feature of the social, economic, and political systems in which we all exist. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.

#### **IV. Policy Statement**

It is the policy of the District to:

1. Affirm the need to provide safe educational spaces of learning for all students.
2. Oppose teachings that perpetuate white supremacy, **superiority** and/or **privilege** by acknowledging the violence, disenfranchisement, and bigotry these topics depict before a lesson begins because doing otherwise would be equivalent to claiming these prejudices never existed and individuals are not harmed by them every day.
3. Commit to a collective responsibility within the District to address, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.
4. Eliminate inequitable practices that create prejudicial or disparate outcomes for students based on social or cultural factors, such as race, class, ethnicity, religion, **gender**, or **gender identity.**<sup>4</sup>
5. Respect and champion the diversity and varied life experiences of all community members which contribute to the District's goals of inclusivity, equity, and justice.

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<sup>3</sup> Racial Equity Tools, <https://www.raciaequitytools.org/resourcefiles/martinasl.pdf>, (last visited June 9, 2020)

<sup>4</sup> Albemarle County Public Schools, *Anti-Racism Policy*, <https://www.k12albemarle.org/acps/division/anti-racism-policy/Pages/policy.aspx>, (last visited: June 9, 2020)

6. Acknowledge that racism is often compounded by other forms of discrimination.

<b>Responsible Owner:</b>	Hartford School District	<b>Contact(s): email</b>	debalsit@hartford schools.net
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