



Eau Claire Area School Board - Equity Statement

Lub 3 hlis, tim 1, 2021

Lub Eau Claire Area School District (ECASD) muab siab npuab los mus tshem tawm txoj kev ntxub ntxaug rau lwm haiv neeg uas muaj nyob rau zejzog thiab tsev kawm ntawv thooj txhij tsim kom muaj kev ncaj ncees sib npaug thiab suav nrog nyob rau tej tsev kawm ntawm. ECASD lees paub txog txoj keeb kwm ntawm cov xwm txheej thoob plaws hauv peb lub xeev thiab lub teb chaws thiab peb yuav tsum tsim qhov kev ua tiag thiab muaj mus ntxiv los hloov qhov tsis sib npaug uas muaj nyob hauv peb lub zos cov kab ke. Peb txoj kev xav uas feem ntau yog neeg Dawb txoj kev xav uas ib txwm muaj cai, kab lig kev cai, thiab kab ke ua rau peb cov tub ntxhais kawm thiab cov tsev neeg uas yog lwm haiv neeg poob qab. Peb yuav ua kom muaj ntxiv rau kev ncaj ncees, kev nkag ta, thiab cov ncaj ke los ntawm kev rhuav tshem cov kev thaiv uas ib txwm muaj hauv cov kab ke rau kom muaj kev koom tes puv ntoob rau peb cov tub ntxhais kawm uas tsis muaj feem. Hauv txojkev ua no, ECASD muab siab npuab rau txoj haujlwm tawm tsam kev ntxub thiab tsim txom lwm haiv neeg, ncaj ncees rau txhua haiv neeg thiab sib npaug, thiab kev hloov los tswj kev tsis sib npaug uas peb tau cia muaj.

Peb Qhov Kev Sib Nkag Siab

ECASD nkag siab tias kev tsim txom tshwm sim hauv kev tsis nyiam lwm haiv neeg (racism), tsis nyiam lwm tus vim lawv yog poj niam lossis txiv neej (sexism), tsis nyiam cov neeg poj niam nyiam poj niam lossis txiv neej nyiam txiv neej (homophobia), tsis nyiam poj niam nyiam txiv neej, txiv neej nyiam poj niam (heterosexism), tsis nyiam cov poj niam uas nws xav tias nws yog txiv neej lossis cov txiv neej uas nws xav tias nws yog poj niam (transphobia), tsis nyiam vim lub hnub nyooq (ageism), tsis nyiam cov neeg xiam oob qhab (ableism), thiab lwm yam kev cais tawm. Peb nkag siab tias muaj qhov sib thooj, kev sib tshuam, thiab kev sib txaww ntawm cov no thiab lwm hom kev tsim txom thiab cov kev uas lawv tshwm sim lawv tus kheej. Tshwj xeeb li hauv, cov qauv ntawm kev ntxub ntxaug tawm tsam cov neeg Dub thiab cov neeg Qhab tau mus thoob rau hauv peb cov neeg thiab peb cov tsev kawm ntawv. Raws li tau teev tseg hauv tsab ntawv tshaj tawm los ntawm The Civil Rights Project1, cov tub ntxhais Dub kawm high school hauv Wisconsin raug rho tawm (suspended) siab tshaj lwm qhov hauv peb lub teb chaws, thiab Wisconsin muaj qhov kev rho tawm txaww txav siab tshaj plaws ntawm cov tub ntxhais Dawb thiab Dub uas kawm qib elementary. Tau ntau xyoo nyob rau hauv ECASD peb tau tsim kho txoj cai tswjfwm kev ua haujlwm thiab kev coj ua uas tau tsim achievement gap (qhov sib txaww ntawm kev kawm tau ntawv) uas tso peb cov tub ntxhais kawm ntawv uas yog lwm haiv neeg poob qab piv rau lawv cov phoojywg Dawb. Piv txwv thiab ntsuas nrog rau cov qhab nia xeem ntawv uas qis, kev nkag mus kawm cov hoob siab muaj tsawg, kev koom tsawg rau tej kawm txujci tauj kev kawm ntawv (extracurricular activities), thiab kawm tiav high school tsawg dua. Hais txog ntawm no, ECASD pom tias muaj ntau tus tub ntxhais kawm ntawv uas yog lwm haiv neeg raug rau txim lossis raug xa npe rau qhuab ntuas (disciplinary referrals) thiab feem ntau raug txheeb mus rau kev kawm tshwj xeeb (special education). Peb lees paub tej fwjchim ntawm cov kab ke uas muab cai thiab kev nkag rau kev kawm thiab txais kev pab tsis sib npaug thiab tsis ncaj ncees, thiab muab siab npuab yuav tshem cov kab ke no.

Peb Kev Muab Siab Npuab

Cov kev coj uas ECASD ntseeg tau tias tseem ceeb yog coj ncaj, saib tau, paub lub luag haujlwm, hhub tshua, muaj peev xwm, thiab ncaj ncees, thiab peb pom tias cov kev coj tseem ceeb no tsis tau siv rau txhua tus tub ntxhais kawm kom sib npaug. Tom ntej mus, peb yuav ua raws li cov kev coj tseem ceeb no thiab sib sau peb cov cai peb muaj ua ke los tsum cov kab ke ntawm kev tsim txom. Peb yuav xyuas kom peb cov tub ntxhais kawm ntawm lwm haiv neeg thiab cov tus tub ntxhais kawm uas tsis muaj feem nyab xeeb, zoo siab tuaj hauv peb chaw kawm ntawv, suav nrog, saib muaj nqis, sawv cev, thiab txhawb nqa hauv peb cov tsev kawm ntawv nrog kev ncaj ncees rau kev nkag rau kev kawm thiab kev pab cov kev muaj thiab muaj cov hau kev kom ua tau zoo.

ECASD yuav xyuas kom paub meej, soj ntsuam, thiab hais txog qhov kev tshwm sim ntawm kev tsim txom thiab kev ntxub ntxaug hauv peb lub hauv paus tsev kawm mus rau txhua cov kev cai, kev ua, siv, thiab tawm thaum kawg. ECASD yuav siv kev ncaj ncees rau tag nrho cov kev txiav txim siab rau txhua qib, ntawm qhov uas kev ncaj ncees ua tau kom muaj hau kev rau tag nrho cov tub ntxhais kawm txoj kev kawm thiab kev muaj thiab tshwj xeeb rau cov tub ntxhais kawm uas ib txwm tsis muaj feem.

ECASD yuav caw, txhawb, thiab koom tes nrog cov pej xeem uas tsis muaj feem hauv peb chaw kawm ntawv, thiab cov zej zog ib puag ncig, thiab los tsim kom muaj kev sib raug zoo nrog pab pawg los ntawm kev sib hwm, nrog txhua pab, sib ntseeg, kom sib raws thiab ua kom tau li hais. Peb zoo siab txais tos cov kev uas sawvdaws ua haujlwm uake no ua kom peb sib koom nkag siab tob txog cov kev ua peb cov haujlwm, thiab peb yuav ua kom muaj ntxiv thiab tso rau qhov tseem ceeb rau cov suab tseeb no.

ECASD yog ib qho chaw uas cov thawj coj thiab cov neeg qhia ntawv yog feem neeg Dawb ntau, ua kom hloov cov kev siv uas muaj, kev ua hauv chaw ua haujlwm thiab kev coj thiab kev ua tag nrho ntawm cov suab uas muaj cai (privileged) nyob rau hauv tsev kawm ntawv; paub tias neeg Dawb yog cov tau txiaj ntsig ntawm tsis muaj kev sib npaug rau lwm haiv neeg. Peb paub tias peb qhov luag haujlwm ntawm feem kev daws yuav tsum yog peb txhuas tus tuav peb tus kheej kom ua tau li hais. Peb yuav ntxiv peb cov suab rau cov suab hu rau tes haujlwm kom muaj kev ua tau li hais zoo rau cov tub ntxhais kawm uas peb ua haujlwm rau.

ECASD yuav pib muaj kev kawm ntxiv mus rau tag nrho ECASD cov thawj coj, cov coj, cov naikhu thiab cov neeg ua haujlwm kom xav txog qhov tseem ceeb ntawm ib tug neeg qhov qhia tias nws yog haiv neeg twg thiab muaj cai (priviledge) thaum sib koom tes ua haujlwm nrog kev ncaj ncees. Kev loj hlob ntawm tus kheej thiab kev xav txog tus kheej yog ib qho kev xyaum ntawm tshem tawm kev kawm qub thiab kawm dua kev kawm tshiab, yog ob qho uas muaj hauv lub neej thiab lub neej ua haujlwm. Txhua tus neeg ua haujlwm yuav tsum paub txog ntau cov hom neeg uas muaj hauv peb lub chaw kawm ntawv thiab lawv cov kev xav, kev muaj, thiab kev xav tau.

ECASD yuav nrhiav thiab ntxiv kev txais ntau hom neeg ua haujlwm, nrog rau kev niaj hnub nrhiav cov neeg ua haujlwm uas nyob rau pawg tsis muaj neeg sawv cev txaus thiab kev ncaj ncees ntawm txoj kev txais neeg ua

haujlwm kom ntau hom neeg ua haujlwm thiab cov coj hauv chaw kawm ntawv muaj raws li cov hom neeg ntawm cov tub ntxhais kawm uas peb ua haujlwm rau.

ECASD yuav tsim cov kev coj ua hauv tsev kawm ntawv uas yuav tsis zam txim rau cov cwjpwm ntawm kev cais lossis tsim txom lwm hom neeg. Tib lub sijhawm, ECASD muab siab npuab los ua kom muaj cov tswv yim uas tseem ceeb ua ntej thiab cov kev hloov los pab kom muaj kev hloov hauv kev ua haujlwm cov kab lig kev cai kom paub tseeb tias cov teeb meem ntawm kev tsim txom yuav raug hais, thiab yuav txheeb xyuas cov txheej txheem meej los ua haujlwm nrog thoob plaws rau qhov kev no.

Raws peb kev sib nkag siab thiab chaws kawm cov kev muab siab npuab mus tom ntej, peb paub tias kev loj hlob rau cov haujlwm peb ua ntawm kev ncaj ncees (equity) thiab xam nrog (inclusion) yuav thawb peb, yuav nyuaj thiab yuav ua rau peb tsis xis. Peb ua haujlwm kom muaj kev hloov, tsis yog ua kom zoo rau ib pab ib pawg twg, tabsis ua kom zoo rau sawv daws. Peb nkag siab tias yog peb tsis tshem cov kev tsim txom uas ib txwm muaj, ces peb yog nrog lawv ua thiab. Peb muab siab npuab rau kev sib tham tiag, kev ua tiag, thiab kev hloov tiag. Thiab, peb muab siab npuab yuav ua mus thiab ua kom muaj tiag tias peb ua raws qhov peb ntseeg tias tseem ceeb rau peb thiab hloov rau qhov zoo thiab loj hlob.

Sau Npe,

Tim Nordin (Apr 5, 2021 14:57 CDT)

Dr. Tim Nordin, President

Lori Bica (Apr 5, 2021 16:16 CDT)

Dr. Lori Bica, Vice-President

Joshua Clements (Apr 10, 2021 21:27 CDT)

Josh Clements

Aaron Harder (Apr 19, 2021 18:05 CDT)

Aaron Harder

Marquell Johnson (Apr 19, 2021 18:06 CDT)

Dr. Marquell Johnson

Phil Lyons (Apr 29, 2021 14:17 CDT)

Phil Lyons

Erica Zerr (May 3, 2021 05:13 CDT)

Erica Zerr

1. Losen, D. J., Hodson, C. L., Keith II, M. A., Morrison, K., & Belway, S. (2015). Are We Closing the School Discipline Gap? *UCLA: The Civil Rights Project / Proyecto Derechos Civiles*. Retrieved from <https://escholarship.org/uc/item/2t36g571>

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Final Audit Report

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