

**A. Purpose**

The Board of Education of Frederick County (Board) believes that public schools are strengthened when communities are actively engaged in the education process. In support of this belief, the Board is committed to providing advisory committees which allow interested community members to serve and to provide input to the Board.

**B. Background**

The Racial Equity Committee will be composed of members of the wider community that encompass many aspects of society. The charge of the Racial Equity Committee will focus on identifying discrimination or harassment, raising awareness of implicit bias, and eliminating or mitigating racial inequity or its effects across the entire school system. The Racial Equity Committee will make recommendations to the Board on aspects related to racial equity and the equity policy within all educational programs of Frederick County Public Schools (FCPS).

**C. Definitions**

None.

**D. Procedures**

**1. Membership**

- a. Members of the Racial Equity Committee shall be appointed by the Board. Membership shall be limited to no more than fifteen (15) members, and eighteen (18) members will be the number used for purpose of determining a quorum is present which includes three individuals appointed under paragraph 4 below.
- b. Composition may include a variety of social, service, and faith-based advocacy organization representatives, as well as regional representation from students and/or parents/guardians with an emphasis on diversity based on people of color. Other groups such as students who receive Special Education services, students eligible for free or reduced-price meals, and English learners may be considered for representation.
- c. Three (3) FCPS senior staff members whose primary responsibility directly relates to equity and eliminating the achievement gap will be selected by the Superintendent. The FCPS senior staff selected will serve in an advisory and support role to the Racial Equity Committee.
- d. Three (3) FCPS school-based staff will be selected through an application process and will serve in a voting capacity on the Racial Equity Committee.
- e. The Ombuds will serve as a liaison to the Board.
- f. Up to two (2) Board members appointed by the Board will serve as a liaison(s) to the Racial Equity Committee.

## 2. **Charge of the Committee**

- a. The Board recognizes that inequity impacts student achievement and the overall effectiveness of our public school system. The Board further recognizes that inequities are rooted both inside and outside of the public school system as stated in Board [Policy 444, Educational Equity and Excellence](#).
- b. The Racial Equity Committee is charged with making recommendations to the Board that will focus on identifying discrimination or harassment, raising awareness of implicit bias, and eliminating or mitigating racial inequity or its effects across the entire school system.
- c. The Racial Equity Committee will make recommendations to the Board on aspects related to racial equity and the equity policy within all educational programs of FCPS. The Racial Equity Committee will be specifically attuned to:
  - i. Early Childhood Education;
  - ii. Elementary, middle and high school data;
  - iii. Suspension and discipline data;
  - iv. Extracurricular activities;
  - v. Gifted and talented or highly able programs;
  - vi. Culturally sensitive and inclusive curriculum and instruction;
  - vii. Special Education;
  - viii. English learners;
  - ix. Hiring, recruitment and retention; and
  - x. Professional development of staff.
- d. The Racial Equity Committee may recommend any additional topics it deems relevant to support the Board's goal of racial equity.

3. **Reports to the Board.** The Racial Equity Committee will annually provide a report to the Board.

## 4. **Accountability, Monitoring and Reporting for System Improvement**

- a. The Racial Equity Committee will review the presentations to the Board of Education pertaining to Key Performance Indicators as aligned to expectations in Board [Policy 117, Anti-Racism](#).
- b. The Racial Equity Committee will request any additional or unique presentations as needed to assist the Board with evaluating the effectiveness of the anti-racism policy. This request will go to the designated staff liaison to the committee.

## **E. Related Information**

### 1. **Board Policy**

- a. [Policy 101, Organization of the Board](#)
- b. [Policy 117, Anti-Racism](#)
- c. [Policy 444, Educational Equity and Excellence](#)

### 2. **FCPS Resources**

- a. [Racial Equity Committee Bylaws](#)
- b. [Racial Equity Committee Webpage](#)

**F. Regulation History** (Maintained by Legal Services)

<i>Responsible Office</i>	Board of Education; Equity Office
Adoption Dates	06/12/19
Review Dates	08/08/23
Revision Dates	08/08/23