

FCPS Anti-Racism and Anti-Bias Education Policy: Scope and Cost of Stakeholder Engagement



Work Session Outline

1. Review School Board Forum Requests & Context for FCPS Anti-Racism and Anti-Bias Policy
2. Review stakeholder engagement scope and timeline, including the role of consultants and the role of FCPS staff

Previous Board Direction

- **January 2020:** School Board Forum on Anti-Bias and Anti-Hate Curriculum
- **June 2020:** School Board Forum on Eliminating Racism & Implicit Bias in FCPS
- **September 2020:** School Board consensus to pursue policy development for anti-bias education and controversial issues
- **October - December 2020:** Governance Committee directed staff to develop timeline and return to Board to share scope and cost of stakeholder engagement

Benchmarking with Policy Work of Other Divisions

Summary: Benchmarking Policy Work

Anti-Racism and anti-bias education policies tend to be embedded in broader Equity or Racial Equity policies.

- In a review of 25 equity or anti-racist policies, “most policies address racism through the lenses of school environment, incident reporting, staffing, data analysis, and funding” (Jones 2020, UCONN Center for Education Policy Analysis).
- Examples:
 - Montgomery County
 - Albemarle County
 - Piedmont Unified

Timeline and Stakeholder Engagement Process

Timeline: November 2020 to June 2021

- **Ongoing:** Collaborate with Dr. Williams, Chief Equity Officer, to design process
- **Ongoing:** Consult with local experts, including Fairfax County Government, and identify relevant internal and external stakeholder groups
- **Feb. to April 2021:**
 - Connect with stakeholder groups and invite community input
 - Collaborate with external organization to facilitate and document and analyze stakeholder input
- **May/June 2021:** Present policy recommendations to the Board

Stakeholder Engagement Process

- **Inform:** Communication about the opportunity, website and press release
- **Involve:** Community input opportunity, advertised through press release and translated in multiple languages
- **Collaborate:** Gather representative body of community stakeholders for in-depth input, including review of community input, establishing themes to inform policy drafts
- **Empower:** Student Equity Ambassador Leaders (SEALs) and Equity Leads in leading this work; return to equity stakeholders with policy draft for revision



Key Internal Stakeholder Group

FCPS Team

Role

Chief Equity Office

*Office of Professional Learning & Family
Engagement, Equity and Cultural
Responsiveness, Ombudsman*

- Communicate with Board and community
- Establish stakeholder groups
- Ensure diverse representation
- Develop policy drafts
- Report to the Board

Departments - ISD, DSS, HR

Region Offices

Principal Associations

Office of Communications & Community Relations

Division Counsel

Fairfax County Government

Role of External Organization



- Facilitate community input
- Listen to community input, alongside FCPS staff
- Gather and document diverse perspectives
- Analyze community input and produce report with policy implications

Stakeholder Groups

Staff Groups

Association of Fairfax Professional Educators
 Association of Latino Administrators and Superintendents
 American Federation of State, County and Municipal Employees
 Asian Educators Assn (AEA)
 Assn of Fx Professional Educators
 Equity Leads
 Fairfax Association of Elementary School Principals (FAESP)
 Fairfax Support Professionals Assn
 FARE
 FCPS Advanced Academics
 Fairfax Alliance of Black School Educators (FABSE)
 FCPS PRIDE
 Fairfax County Federation of Teachers
 Fairfax Education Assn
 High School Principals Association
 Hispanic Educators Assn (HEA)
 Middle School Principals Association

Student Groups

Amnesty International
 Best Buddies
 Black Student Union
 Boy Scouts/Girl Scouts
 Current Events
 Deaf Culture
 ESOL
 Ethiopian Ethiopian/Eritrean
 Filipino American Student Association
 Fellowship of Christian Athletes
 Gay Straight Alliance
 Gender Equality Club
 Human Rights Awareness
 Indian Subcontinent Cultural Association (ISCA)
 Jewish Student Union
 Korean
 Minds Matter
 Minority Achievement Club
 Minority Students
 Model United Nations
 Multi Racial (Minorities in Action)
 Muslim Student Association
 Student Equity Ambassador Leaders (SEALS)

Community Groups

Adams Center
 Advisory Council for Students with Disabilities to the FCPS School Board
 Court Appointed Special Advocate
 Edu-Futuro
 Fairfax Anti-Racist Minds
 Fairfax County Government
 Fairfax County Council
 Fairfax for Anti-Racism in Education

Students for Equality & Social Activism
 Student Advisory Council
 Student Advocacy Group
 Student Equity Council
 Vietnamese
 Young Democrats
 Young Republicans

Family Life Education
 Curriculum Advisory Committee
 Interfaith Council
 La Colectiva
 Latinos Unidos por Educational Equity
 League of United Latin American Citizens
 Minority Student Achievement Oversight Committee
 NAACP
 Office of Human Rights and Equity Programs- Fairfax County Gov't
 National Arab American Women's Association
 Religion Task Force
 Rotary Club
 Special Education PTA- Fairfax
 The Jewish Community Relations Committee
 Title 1 Parent Advisory Committee
 Virginians Organized for Interfaith Community

Board Questions & Discussion

