

Resolution 2021R-002

By Director Larry Miller

WHEREAS, In 2014-15, the Office for Civil Rights (OCR) conducted a biennial data-collection review, which found what OCR believed to be a disproportionality of African American students in referrals, suspensions, and other disciplinary actions; and

WHEREAS, Upon investigation, the OCR confirmed this disproportionality, which led to the MPS Resolution 05-14-5003, in which the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

- (a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.
- (b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community.

and

WHEREAS, In the 2019-2020 school year, the Milwaukee Public Schools successfully convened two student conferences — one at the beginning of the school year, and a follow-up at the end of the school year — to engage students in discussion and evaluation of Resolution 05-14-5003 and of the district's disciplinary policies; now, therefore, be it

RESOLVED, That in the spirit of that work and to advance the goals of MPS Administrative Policy 1.06, Equity in MPS, the Milwaukee Board of School Directors directs the following:

1. the Administration shall create a tool, using the Equity Guidebook, which the school engagement council at each school in MPS will use to conduct an annual equity evaluation;
2. each MPS high school shall create an equity team, made up of 50% students, to carry out the equity evaluation;
3. every fall, the district shall convene a student equity conference in order to train students on the equity teams in equity policy and practices; and
4. every spring, the shall convene a follow-up high-school student conference to report on implementation of equity policies at each high school; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools shall commit itself to fully engage students, staff, and parents in this process at each school; and be it

FURTHER RESOLVED, That each year, the Administration shall convene a district-wide equity conference at which it shall bring together school communities to report on the district's efforts and progress in ensuring equity in MPS.

May 28, 2020