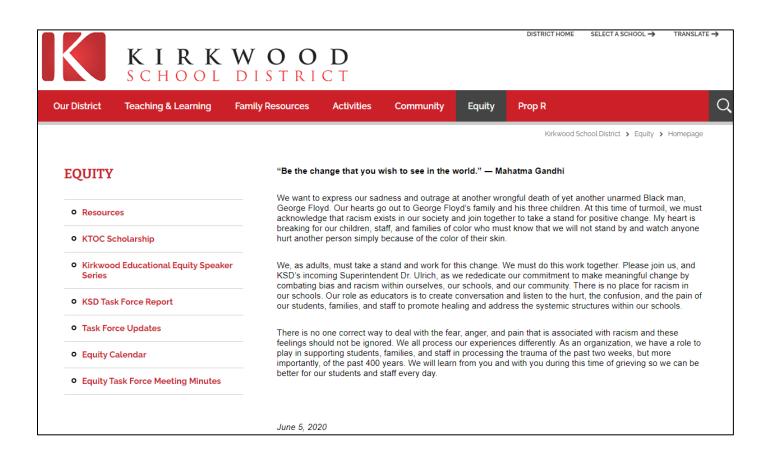
"Equity" in the Kirkwood Schools

What You Should Know

"Equity" has become a common term in the past few years. Its vagueness evokes different reactions and feelings in every individual. KFEI's intent with referencing KSD's approach to Equity is to inform.

As of February 2022, the front page of the <u>District's Equity page</u> includes the below statement. As you read this and explore the District's Equity resources, we encourage you to consider the implications.



In reports provided at the <u>July 2021</u> and <u>December 2021</u> Board meetings every staff member is identified by a letter that denotes their race. While **hiring and retaining a diverse and qualified staff is important** for any organization, KSD's focus on race in hiring has become primary. When did we start looking at our staff in this way?

The stated objective is to have every category of position, from custodial to administrative levels, at every building reflect "at least" the diversity of Kirkwood. This active goal violates federal and state discrimination laws (see Title VII) as well as KSD policy. Why is the primary standard and focus for hiring not that KSD hires the most qualified educators and staff members, no matter their race?

Similarly, the recent introduction of Affinity Groups has set racial requirements on student participation. This also violates Title VI, which protects students from discrimination based on race or national origin. Talk with your kids about these things and be sure to understand how conversations about race and equity are approached in the classroom, through displays in the hallways, etc.

Questions to consider:

- What are the implications of EQUITY as compared to EQUALITY?
- When did we begin categorizing and measuring our staff according to race?
- How is that impacting the quality of their work environment?
- Are our District leaders considering the implications of separating kids by race?

To reiterate, **KFEI aims to inform the public** about what is occurring in KSD, and while this is a delicate subject it is an important one about which every community member deserves to be aware.

Part of an Affinity Group display in the main entrance hallway of a KSD middle school:



Sample page of KSD presentation of all staff broken down by race (other schools & full presentation available here).



As of December 3, 2021

Certified Staff	%GT Count of Race	Race	Count
Administrator	0.73%	В	1
Administrator	0.73%	н	1
Administrator	4.38%	w	6
Certified Teacher	0.73%	Α	1
Certified Teacher	5.11%	В	7
Certified Teacher	0.73%	н	1
Certified Teacher	0.73%	Р	1
Certified Teacher	81.02%	W	111
Counselor	1.46%	В	2
Counselor	4.38%	w	6

Support Staff	%GT Count of Race	Race	Count
Assistants	5.13%	В	6
Assistants	5.98%	W	7
Custodial	0.85%	Α	1
Custodial	4.27%	В	5
Custodial	0.85%	н	1
Custodial	6.84%	W	8
Instructional	0.85%	н	1
Instructional	11.97%	W	14
Maintenance	0.85%	В	1
Nurses	2.56%	W	3
Office Personnel	3.42%	В	4
Office Personnel	17.09%	W	20
Other	0.85%	В	1
Sports/Activities Coach	10.26%	В	12
Sports/Activities Coach	28.21%	W	33

