

DIVERSITY

The Milton Public Schools values a respect for human differences, including race, cultural, or linguistic background, religion, gender, gender identity or expression, gender conformity, transgender status, gender variance, socioeconomic status, learning skills, physical disabilities, diversity of viewpoint, and so on.

We seek to build upon those differences as potential strengths for the individual, and for our community. Our schools welcome and respect the ideas, culture and heritage of Milton's residents and of our staff, teachers and students.

The Milton Public Schools recognize that learning thrives in an atmosphere of open debate and a thoughtful exchange of views. We celebrate the diversity within our schools and our community. We believe that our students benefit significantly from contact with teachers and other educators who can serve as multicultural role models and thereby further contribute to our students' educational success.

Accordingly the Milton School Committee reaffirms the policy of the Milton Public Schools to strengthen recognition of the importance of diversity in the Milton Public Schools (i) by recognizing the importance of diversity, and acknowledging that it is an evolving and complex notion; (ii) by promoting a shared, thoughtful and sensitive understanding of diversity priorities among our administrative staff, teachers, students, parents and community; (iii) by seeking to link our diversity objectives to our organizational and educational structure, training and curriculum; (iv) by fostering a shared responsibility for constructive communication concerning diversity within the schools and our community and recognizing that change must often be achieved on multiple levels; (v) by acknowledging that our students (and our school system as a whole) will benefit greatly from contact with teachers and others who will serve as multicultural role models; (vi) by confirming that affording our students the widest possible interaction with staff of diverse backgrounds will immeasurably contribute to the success of our educational programs, and (vii) by expressing our intent to strive for the development of a staff which not only reflects the demographic composition of our school population but also reflects our community at large.

The Committee believes that the creation of a constructive dialogue with respect to diversity and education is an important goal, and should assist in identifying challenges in a manner which avoids conflict and encourages mutual understanding.

In implementing this policy, the Committee recognizes that Massachusetts and Federal statutes and regulations prohibit school districts from discriminatory practices in employment or educational opportunity against any person by reason of race, color, national origin, religion, ancestry, age, sex, affectional or sexual orientation, gender, gender identity or expression, gender conformity, transgender status, gender variance, disability, or marital status. As stated elsewhere in its policies, this Committee is committed to equal opportunity for all in its hiring policies and intends to continue to broaden and deepen its commitment to racial, ethnic and other forms of diversity by actively promoting the hiring of candidates of color. Accordingly, the administration of the Milton Public Schools will continue to make every reasonable effort to hire part-time and full-time staff and teachers who reflect, understand, and are sensitive to this diversity within our schools.

Our formal plan for diversity and cultural competency is in our Strategic Plan. The Superintendent will report to the Committee on an annual basis and provide an update on the system's hiring efforts.

ADOPTED: (November) 2001

CROSS REFERENCES: A-3, Educational philosophy and core values
 A-I2, Nondiscrimination
 A-I3, Nondiscrimination on the basis of sex
 A-I4, Nondiscrimination on the basis of handicap

LEGAL REFERENCES: Title VI of the Civil Rights Act of 1964
 Title VII of the Civil Rights Act of 1964
 The Americans with Disabilities Act
 Section 504 of the Rehabilitation Act of 1973
 The Individuals with Disabilities Education Act
 The Age Discrimination Act of 1975
 Title IX of the Education Amendments of 1972
 Massachusetts General Laws, c. 151B
 Massachusetts General Laws, c. 76, Section 5
 Massachusetts General Laws, c. 71B

Readopted: November 9, 2016

Revised and Reapproved:

First Reading: January 23, 2019

Second Reading: February 27, 2019