



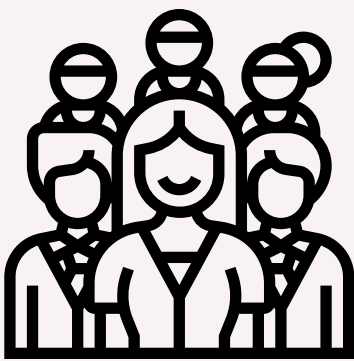
BSD & BHS: STEPS TO ACHIEVE EQUITY

Fostering a culture that celebrates multiculturalism, diversity, & inclusion



1 POLICY REVISIONS

- [Affirmative Action policy](#)
- [Student expression policy](#) and [Dress Code](#)
- Updated handbook language
 - [Staff Handbook 2020-2021](#)
 - [Student Handbook 2020-2021](#)
- Updated job descriptions
 - [Affirmative Action Coordinator & Title IX descriptions \(BSD Regulation\)](#)



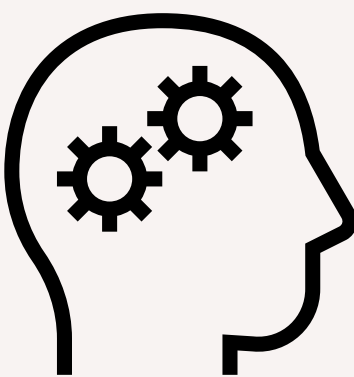
2 ADDED PERSONNEL

- Title IX and Affirmative Action Coordinator
 - [Dana Carver-Bialer](#)
- School Safety and Communication Director
 - [Ray Phinney](#)



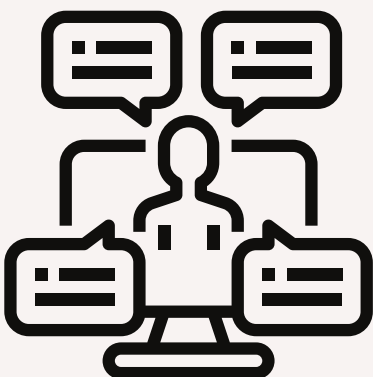
3 CURRICULUM REVIEW

- Extensive ongoing review for representation & inclusivity
 - [Review of library collections](#)
 - [Selection of Materials](#)
 - [Teaching about Controversial Topics](#)
- Additional [Social Emotional and Equity Education](#) for all students PreK - 12
 - [Community Wellness Resources](#)
- Inclusive educational events



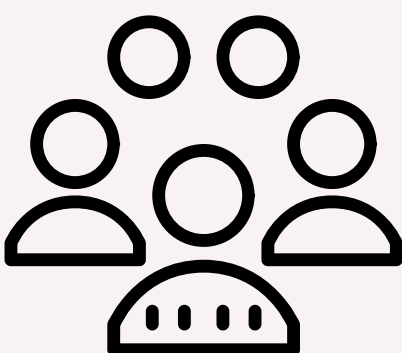
4 PROFESSIONAL DEVELOPMENT

- All BSD staff received multiple trainings
 - Implicit Bias (yearly requirement)
 - Diversity training (yearly requirement)
 - Inclusive classrooms and schools
 - [Affirmative Action training](#)
 - [Bullying - recognition & response protocols](#)
 - Discrimination awareness & harassment protocols



5 REPORTING MECHANISMS

- Added discrimination tip line on [BSD app](#) and all Bangor High School laptops, created a [digital form on the BSD website](#), and launched an awareness campaign
 - Tips are emailed directly to the Affirmative Action Officers: [Lynn Silk](#), [Brian Bannen](#), [Dana Carver-Bialer](#)



6 COMMITTEE WORK

- [Formed BSD Diversity, Equity, and Inclusion Committee](#)
- Helped form [City of Bangor Diversity, Equity, and Inclusion Committee](#)