



ICS Equity Statement

Indianapolis Classical Schools, through action and in partnership with families and community, will uphold the values, policies, and practices that promote cultural competence. We are committed to eliminating biased institutional structures and practices that affect student learning and achievement. We will embrace and empower students and staff in their individual identities to establish and sustain human dignity, justice, equitable treatment, and inclusiveness in the classroom and workplace.

1) GENERAL POLICY STATEMENT

- a. As stated in its Core Values, Indianapolis Classical Schools believes that every student is a scholar, engages in an urban community, advances timeless ideas and content, builds a culture of respect and trust through relationships with people and ideas, and serves as a catalyst for renewal.
- b. ICS is committed to creating and supporting schools in which student outcomes cannot be predicted by race or ethnicity, and all students achieve high levels of success.
- c. ICS acknowledges the history of racism and legalized segregation in the City of Indianapolis, the State of Indiana, and the United States of America, which continues to impact students and communities of color today.
- d. ICS is committed to identifying, correcting, and eliminating practices and policies that perpetuate the opportunity gap and institutional racism so that all students have an equal opportunity to succeed.

2) RESPONSIBILITIES

- a. ICS will consider the values stated in this policy in conducting its business and in exercising its responsibilities to the students, families, community, and staff of ICS.
- b. All members of the ICS community, including board members, leadership, faculty, staff, and students, are expected and invited to offer suggestions and recommendations to eliminate the barriers to academic achievement and opportunity gaps that exist.
- c. It is ICS' expectation that all members of its community will adhere to ICS' Core Values, including the belief that every student is a scholar who is capable of high levels of achievement.

One community of two great high schools.

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3) COMMITMENTS & ACTIONS

- a. ICS will, as part of its commitment to its Core Values, work to eliminate opportunity gaps and educate members of the ICS community to identify and address individual and institutional bias and racism.
- b. ICS leadership will annually report to the ICS Board on each school's progress toward closing the achievement gap.
- c. ICS will provide education to leadership, faculty, and staff to improve awareness and understanding of issues related to racial equity.
- d. ICS will provide intensive supports to its most vulnerable students.
- e. ICS will continue to make a concerted effort to increase the diversity of candidate pools and ensure that the process is grounded in ICS' racial equity goals.
- f. ICS will intentionally ensure that all students have access to high quality, culturally relevant curricula and instructional materials.
- g. ICS will foster a culture that regularly includes and welcomes conversations around racial equity among the members of its community.

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