



**SCHOOL  
DISTRICT**

*Preparing children for an ever changing world*

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## **District Equity Statement adopted May 14, 2021**

### **Equity Statement:**

At Neah-Kah-Nie School District, we are committed to providing a first class education to our community with the goal of equipping our students with the knowledge and skills necessary to become productive members of society and achieve their desired goals. To achieve this goal, we must create and foster a safe, equitable, and inclusive learning environment for all of our students. Neah-Kah-Nie School District, in alignment with the Oregon Department of Education, is committed to the following:

- Neah-Kah-Nie School District condemns racism, racial violence, hate symbols, hate speech and all forms of bigotry inside and outside of the school including online activities.
- Use of hate symbols and derogatory speech prevents students from gaining access to a safe learning environment, one of the key elements to a quality education
- Neah-Kah-Nie School District condemns any form of discrimination on the basis of race, gender, age, sexual orientation, disability-physical, emotional, and mental, socio-economic class, religion, country of origin, language spoken, etc. by students, teachers and school administration inside and outside of the school
- Discrimination actively creates an inequitable and unsafe environment, preventing students from receiving equal opportunities in the classroom.

### **Goals/Agreements**

- Neah-Kah-Nie School District operationalizes our equity lens by:
  - **Assessing** how our policy affects the underserved demographic groups in our community and address specific barriers to quality education.
  - **Analyzing** the consequences of established and future policy changes in regards to disparities in our community.
  - **Allocating** resources to create equal opportunities for every and all students.
  - **Modify** strategies to ensure cultural and individual needs are met