

Equity Data Report 2020 - 2021

In January 2020, the Hanover County School Board passed its Equity Policy. This new language recognized that "every child deserves an education based upon fundamental principles of equity." As a community, we recognized that "Hanover County Public Schools is enriched by diversity and inclusivity and is dedicated to eliminating inequities. The school division is committed to taking deliberate action to match all students with the resources, tools, and supports they need to maximize their potential."

In order to promote equitable practices throughout all aspects of the school division, the School Board adopted the following action step:

The Superintendent will present an Annual Equity Report to include information on (1) equitable opportunities, (2) student achievement, (3) discipline outcomes, (4) human resources, and (5) resource allocation.:

The following people, as part of the Equity Data Committee, made contributions to this report, spending several months brainstorming and collecting data to be shared.

- Megan Greenbaum - Committee Chair (PHHS - Math Teacher, Instructional Coach & Teacher Leader)
- Robin Tuck (OKMS - Senior Teacher)
- Nikki Currie (SBO - Coordinator of Division Assessment & Analysis)
- Nancy Disharoon (SBO - Director of Accreditation & Accountability)
- Stacy Stanford (HCOS - Assistant Principal)
- Daniel McGraw (HCOS, PHHS, & Liberty Teacher)
- Andrea Herndon (SBO - Coordinator of Gifted Education & Advanced Studies, K-12)
- Megan Astrouski (SBO - Elementary Special Education Coordinator)
- Brian Maltby (SBO - Disciplinary Hearing Review Officer)
- Jennifer Greif (SBO - Assistant Superintendent of Instructional Leadership)

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The Chilly Collective



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And We Still Ain't Satisfied Karen Hadley, 2001 Income gap age education labour force mother tongue family type lower incomes

Career Advancement in Corporate Canada: A Focus on Visible Minorities ~ Survey Findings, 2007

United States Code United States, 2001

Labour Relations in a Changing Environment Alan Gladstone, Hoyt N. Wheeler, 1992 No detailed description available for Labour Relations in a Changing Environment

Proceedings of the Standing Senate Committee on Legal and Constitutional Affairs Canada. Parliament. Senate. Standing Committee on Legal and Constitutional Affairs, 1984

Gender Equality at Work Reporting Gender Pay Gaps in OECD Countries Guidance for Pay Transparency Implementation, Monitoring and Reform OECD, 2023-06-13 Pay

transparency policies are gaining momentum throughout the OECD Over half of OECD countries require private sector firms to report their gender pay gap statistics regularly to stakeholders like employees employee representatives the government and or the public Gender pay gap reporting equal pay audits and other pay transparency policies help advance gender equality at the workplace

Getting to Diversity Frank Dobbin, Alexandra Kalev, 2022-09-13 Too many companies don't know how to walk the walk of diversity equity and inclusion Getting to Diversity shows them how Lori George Billingsley former Global Chief DEI Officer Coca Cola Company In an authoritative data driven account two of the world's leading management experts challenge dominant approaches to increasing workplace diversity and provide a comprehensive account of what really works Every year America becomes more diverse but change in the makeup of the management ranks has stalled The problem has become an urgent matter of national debate How do we fix it Bestselling books preach moral reformation Employers however well intentioned follow guesswork and whatever their peers happen to be doing Arguing that it's time to focus on changing systems rather than individuals two of the world's leading experts on workplace diversity show us a better way in the first comprehensive data driven analysis of what succeeds and what fails The surprising results will change how America works Frank Dobbin and Alexandra Kalev draw on more than thirty years of data from eight hundred companies as well as in depth interviews with managers The research shows just how little companies gain from standard practice sending managers to diversity training to reveal their biases then following up with hiring and promotion rules and sanctions to shape their behavior Almost nothing changes It's time Dobbin and Kalev argue to focus on changing the management systems that make it hard for women and people of color to succeed They show us how the best firms are pioneering new recruitment mentoring and skill training systems and implementing strategies for mixing segregated work groups to increase diversity They explain what a difference ambitious work life programs make And they argue that as firms adopt new systems the key to making them work is to make them accessible to all not just the favored few Powerful authoritative and driven by a commitment to change Getting to Diversity is the book we need now to address constructively one of the most fraught challenges in American life

Social Equity in a Post-Roe America Lorenda A. Naylor, Heather Wyatt-Nichol, 2024-04-30

Despite hundreds of federal laws and U S Supreme Court decisions prohibiting discrimination based on sex and race American women and people of color continue to face pervasive individual and structural discrimination Women often lack equal pay for equal work affordable childcare and paid family medical leave Following the overturning of Roe vs Wade safe legal abortion has become inaccessible in approximately half the country disproportionately impacting poor women Women and people of color are underrepresented in elected offices at the federal and state levels and the voting rights of people of color continue to be eroded Employing a public administration framework Social Equity in a Post Roe America documents the scope and breadth of inequality in the United States linking social equity to sex race and the rule of law This insightful and provocative new book examines U S Supreme Court decisions and federal statutes across four public policy domains that increasingly influence U S democracy and impact the lives of American women These policy domains consist of political representation which includes citizenship and voting rights contraception abortion and employment Social Equity in a Post Roe America offers policy recommendations to increase equitable access and equal opportunity for women and people of color It is required reading for all students of public administration public policy and political science as well as for engaged citizens

Gender, the State, and Social Reproduction Kate Bezanson, 2006-01-01 Many of the neo liberal policies implemented in the mid to late 1990s in Ontario by Mike Harris s Progressive Conservative government have had major repercussions for the population of that province In *Gender the State and Social Reproduction* Kate Bezanson considers the implications of those policies for gender relations that is how women and men families and households have coped with these changes and how the division of labour and standard of living within these households were affected Bezanson also considers the implications of neo liberalism more generally on the lives of people living under such regimes

Research, Evaluation, and Demonstration Projects, 1986

Transcultural Concepts in Nursing Care Margaret M. Andrews, Joyceen S. Boyle, 2008 Conveys the importance of diverse cultural knowledge for evaluation of patient outcomes understanding persons in clinical settings and appropriate responses during the nurse client interaction

Bibliographic Employment Equity Database Kenneth Hancock, Statistics Canada. Employment Equity Data Program, Interdepartmental Working Group on Employment Equity Data (Canada), Lapp-Hancock Associates, 1995 The Bibliographic Employment Equity Database BEED is an annotated bibliography of available research and studies containing employment equity data related to the four designated groups covered by the Employment Equity Act It is available in both print and machine readable formats

The Pursuit of Division Martin Loney, 1998 The topic of equity policies and identity politics in Canada is at the forefront of public and media discussion and Martin Loney adds fuel to the fire In *The Pursuit of Division* he provides a provocative critique of recent government policies with respect to race gender and preferential hiring exposing the suspect methods of so called progressive thinkers in their pursuit of the politics of difference

Research Handbook on Inequalities and Work Cynthia Forson, Geraldine Healy, Mustafa B. Öztürk, Ahu Tatli, 2024-03-14 This multidisciplinary international Research

Handbook on Inequalities and Work examines disparities within contemporary working life and comes at a critical juncture of socio historical change As the world reels from the impact of economic insecurity the pandemic the Black Lives Matter and MeToo movements the trans liberation fight the climate crisis and the rise of Artificial Intelligence systemic inequalities and their impacts have been thrust into the limelight alongside the ceaseless struggle for social justice Against this background the Handbook provides cutting edge research studies that offers unique insight into the international nature of inequalities at work SEC Docket United States. Securities and Exchange Commission,2005 Breaking Anonymity The Chilly Collective,2006-01-01 Across North America a growing body of chilly climate research documents the role played by environmental factors in reproducing gender inequality practices that stereotype exclude and devalue women are persistently powerful forces in creating glass ceilings and maintaining pink ghettos Women academics in North American universities and colleges offer an especially striking case for such research Precisely because of their elite status the accounts now emerging of the chilly climate faced by academic women throw into sharp relief the mechanisms that foster gender inequity throughout North American society Collected in this volume are a number of reports and commentaries on climate issues as they affect women faculty in Canadian universities They include Sheila McIntyre s Memo an account of gender harassment in the context of a law school that was first circulated in 1986 two reports by and about women faculty at the University of Western Ontario that were inspired by McIntyre s Memo accounts of the reactions of male colleagues the administration and the media to climate studies and several chapters that critically reframe the discussion of chilly climate practices in terms of questions of race and sexual identity Taken together these reports and discussions demonstrate the importance of addressing the environmental roots of women s continuing inequity both within and outside contemporary academia They communicate specific experiences which testify to the existence of a chilly climate in our universities and call into question any supposition that women and men have achieved equity to the degree that they could be said to work in the same environment in these institutions **Monthly Catalog of United States Government Publications** ,1983

Responsible Tourism Anna Spenceley,2012-05-04 Responsible Tourism presents a wide variety of valuable lessons learned in responsible tourism initiatives in Southern Africa that many tourism practitioners can use in their efforts to make the tourism sector work for the poor and for the environment Dr Harsh Varma Director Development Assistance Department World Tourism Organization UNWTO For those interested in how tourism can assist in the economic and social development of societies in need Responsible Tourism effectively integrates scales and types of knowledge to present an informative stimulating perspective It will be on my bookshelf Steve McCool Professor Emeritus Wildland Recreation Management University of Montana Responsible tourism is one of the most significant contemporary issues for tourism scholars and practitioners alike This useful and clearly written collection of new research demonstrates the innovations in responsible tourism occurring within southern Africa and provides lessons for international research and practice Professor Christian

Rogerson University of Witwatersrand South Africa Conservation efforts are often seen to be in conflict with local livelihoods and resource use the park versus people debate Responsible tourism and Ecotourism are often invoked as a third way that serve both ends Yet do they actually work in practice This volume delves deep into practice in southern Africa the hotbed of innovation on the issue and provides a comprehensive evidence based examination of what works and what fails using a wealth of information from scholars and practitioners working in the region This book opens with an overview of the issues looks at what sustainable and responsible tourism are in practice and how they may contribute to conservation poverty alleviation and local economic development Part 1 examines policies and institutional activities in responsible tourism by governments donor agencies and nongovernmental organizations and addresses the market for responsible travel Part 2 considers responsible nature based tourism the economics of wildlife tourism and ecotourism transfrontier conservation areas ecological impacts of tourism and other issues Part 3 looks at more detailed case studies of community based tourism projects and highlights the reasons for successes and failures in this sector The book concludes with a synthesis of the key findings with implications for policy destination planning business management and future private sector and donor interventions Published with the Southern African Sustainable Use Specialist Group SASUSG of IUCN *Monthly*

Catalogue, United States Public Documents ,1983 **Disability in the Workplace** Jonathon S. Breen,Susan J.

Forwell,2023-05-05 This book introduces the difference model of disability Framed within an affect based understanding of the relationships between those living with impairments and others this new model offers a reconsideration of the construct of disability itself Disability is flexible relational and perceived through an acognitive lens At a practice level the difference model offers a framework for creating more positive and successful relationships between people with disabilities PWDs and others within the workplace This includes two new tools the Co Worker Acceptance of Disabled Employees CADE Scale and the Perceived Barriers to Employing Persons with Disabilities PBED Scale Designed to measure workplace attitudes and changes to these attitudes each of these scales provides empirical evidence in support of strategic planning and ultimately an increased representation of PWDs Finally this book considers the effects of language and technology on workplace attitudes toward disability

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