

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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United States Code United States, 2001 **Career Advancement in Corporate Canada: A Focus on Visible Minorities ~ Survey Findings**, 2007 *And We Still Ain't Satisfied* Karen Hadley, 2001 Income gap age education labour force mother tongue family type lower incomes **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 **Proceedings of the Standing Senate Committee on Legal and Constitutional Affairs** Canada. Parliament. Senate. Standing Committee on Legal and Constitutional Affairs, 1984 **Labour Relations in a Changing Environment** Alan Gladstone, Hoyt N. Wheeler, 1992 No detailed description available for Labour Relations in a Changing Environment *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

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