

1 Introduced by Representative Morris of Bennington

2 Referred to Committee on

3 Date:

4 Subject: Education; ethnic and social education in schools; Ethnic and Social  
5 Equity Standards Advisory Board

6 Statement of purpose of bill as introduced: This bill proposes to require the  
7 Agency of Education to adopt ethnic studies standards into statewide  
8 educational standards, and the Vermont School Board Association to develop a  
9 model policy on ethnic and social equity in schools, for public schools and  
10 approved independent schools. This bill proposes to establish the Ethnic and  
11 Social Equity Standards Advisory Board to assist the Agency of Education in  
12 developing the ethnic studies standards and the Vermont School Board  
13 Association in developing the model policy. This bill also proposes to require  
14 the Secretary of Education to publish, to the extent permitted by applicable  
15 confidentiality laws, statewide educational assessment results showing the  
16 results for certain categories of students.

17 An act relating to the adoption of ethnic studies standards into statewide  
18 educational standards and a policy on ethnic and social equity in schools by  
19 public schools and approved independent schools

1 It is hereby enacted by the General Assembly of the State of Vermont:

2 Sec. 1. ETHNIC AND SOCIAL EQUITY STANDARDS ADVISORY

3 BOARD

4 (a) Definitions. As used in this act:

5 (1) “Ethnic groups” means nondominant racial and ethnic groups in the  
6 United States, including people who are indigenous and people of African,  
7 Asian, Pacific Island, Chicanx, Latinx, or Middle Eastern descent.

8 (2) “Ethnic studies” means the instruction of students in kindergarten  
9 through grade 12 in the historical contributions and perspectives of ethnic  
10 groups and social groups.

11 (3) “Social groups” means females, people with disabilities, immigrants,  
12 refugees, and individuals who are lesbian, gay, bisexual, transgender, queer,  
13 questioning intersex, or asexual.

14 (b) Creation and composition. The Ethnic and Social Equity Standards  
15 Advisory Board is established. The Board shall comprise the following 13  
16 members:

17 (1) a representative from the Native American community;

18 (2) a representative from the Black/African American community;

19 (3) a representative from the Latinx community;

20 (4) a representative from the disability rights community;

1           (5) a representative from the lesbian, gay, bisexual, transgender,  
2 intersex, and queer community;

3           (6) a representative from the Asian and Pacific Islander community;

4           (7) a representative from the Middle Eastern community;

5           (8) a Vermont- based, college-level faculty expert in ethnic studies;

6           (9) the Secretary of the Agency of Education or designee;

7           (10) the Executive Director of the Vermont-National Education  
8 Association or designee;

9           (11) an Assistant Attorney General in the Office of the Vermont  
10 Attorney General with experience working with the Agency of Education on  
11 racial and social justice issues in schools;

12           (12) the Executive Director of the Vermont School Boards Association  
13 or designee; and

14           (13) a representative ~~offer~~ the Vermont Principals' Association with  
15 expertise in the development of school curriculum.

16           (c) Appointment and operation.

17           (1) The ~~Secretary of Education Vermont Coalition for Ethnic and Social~~  
18 Equity in Schools (Coalition) shall appoint the Board members identified  
19 under subdivisions (1)-(8) of subsection (b) of this section ~~in consultation with~~  
20 the Vermont Coalition for Ethnic and Social Equity in Schools (Coalition) ~~in~~  
21 consultation with the Vermont School Boards Association. Appointments of

1 | members to fill vacancies to these positions shall be made by the [Secretary](#),  
2 | [Coalition](#), in consultation with the [Coalition Vermont School Boards](#)  
3 | [Association](#), and the member filling a vacancy shall represent the same  
4 | community or area that was represented by the vacated member.

5 | (2) A minimum of 80 percent of the members on the Board identified  
6 | under subdivisions (1)-(7) of subsection (b) of this section shall:

7 | (A) be noncaucasian people who have a background in advocacy for  
8 | the group they represent; and

9 | (B) as a group, represent the breadth of geographic areas within the  
10 | State.

11 | (3)(A) The [Coalition Secretary](#) shall call the first meeting of the Board  
12 | to occur on or before January 1, 2019.

13 | (B) The Board shall select a chair from among its members at the  
14 | first meeting.

15 | (C) A majority of the membership shall constitute a quorum.

16 | (D) Members of the Board who are not State employees or whose  
17 | participation is not supported through their employment or association shall  
18 | receive per diem compensation and reimbursement of expenses pursuant to 32  
19 | V.S.A. § 1010, to be provided by the Agency of Education. The Board may  
20 | meet up to ten times per year.

21 | (F) The Board shall cease to exist on June 30, 2022.

1        (d) Duties of the Board.

2            (1) The Board shall identify current statewide standards that fail to  
3 recognize the history, contribution, and perspectives of ethnic groups and  
4 social groups and shall develop ethnic studies standards for adoption into  
5 existing statewide educational standards for public school students and  
6 approved independent school students in kindergarten through grade 12 that:

7            (A) increase cultural competency of public school students in  
8 kindergarten through grade 12;

9            (B) increase attention to the history, contribution, and perspectives of  
10 ethnic groups and social groups;

11           (C) promote critical thinking regarding the history, contribution, and  
12 perspectives of ethnic groups and social groups;

13           (D) commits the school to eradicating any racial bias in its  
14 curriculum;

15           (E) provides, across its curriculum, content and methods that enable  
16 students to safely explore questions of identity, race equality, and racism; and

17           (F) ensures the basic curriculum and extracurricular programs are  
18 welcoming to all students and take into account parental concerns about  
19 religion or culture.

1           (2) The Board shall propose a model policy on ethnic and social equity  
2 in schools for adoption by public schools and approved independent schools  
3 that ~~include minimum standards for a school environment that:~~

4           (A) promotes ~~an overarching focus and~~ participation in the racially,  
5 culturally, and socially diverse global community;

6           (B) ~~ensures-provides~~ every student a safe, secure, and welcoming  
7 learning and social environment in which ~~every act or attitude~~acts of implicit  
8 or explicit, racial, sexual orientation, gender, cultural or ability bias ~~are~~s  
9 acknowledged and addressed appropriately;

10          (C) challenges ~~any~~ racist, sexist, gender or ability assumptions,  
11 attitudes and behavior when they occur using principles and practices of  
12 restorative justice methods;

13          (D) outlines a procedure for students, staff, parents and guardians  
14 ~~to provides parents a welcoming means of raising any~~ concerns about their  
15 ~~child's~~ experience as it bears on race or social identity at school;

16          (E) ensures that the school provides ~~all its personnel~~ training for  
17 teachers and other staff in recognizing and responding to ~~how best to address~~  
18 racial incidents;

19          (F) specifies prohibited conduct as it relates to racism, sexism, and  
20 ableism, and other social biases, and refers to the process through which

1 alleged misconduct will be addressed, including disciplinary action as  
2 appropriate; and

3 (G) establishes disciplinary responses to racial incidents that include  
4 the increased utilization of restorative practices where appropriate.

5 (3) The Board shall, on or before June 30, 2020, submit to the Agency  
6 of Education:

7 (A) a report that, at a minimum, proposes the ethnic studies standards  
8 developed under subsection (d)(1) of this section, to the Agency of Education;  
9 and

10 (B) the model policy developed under subsection (d)(2) of this  
11 section to the Vermont School Boards Association.

12 (e) ~~Duties of the Agency of Education.~~ The Agency of Education shall, on  
13 or before June 30, 2021:

14 (1) ~~+~~, adopt ethnic studies standards into existing statewide educational  
15 standards for public school students and approved independent school students  
16 in kindergarten through grade 12. The Agency shall consider the report  
17 submitted by the Board under subdivision (d)(3)(A) of this section when  
18 determining the standards to adopt; and-

19  
20 (2) ~~(f) Duties of the Vermont School Boards Association. The~~  
21 Vermont School Boards Association shall, on or before June 30, 2021,

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1 distribute develop a model policy on ethnic and social equity in schools for  
2 public school students and approved independent school students in  
3 kindergarten through grade 12 that considers ~~The Vermont School Boards~~  
4 Association shall consider the model policy submitted by the Board under  
5 subdivision (d)(3)(B) of this section ~~when developing the model policy.~~

6 (fg) ~~Duties of school districts.~~ School districts and approved independent  
7 schools shall:

8 (1) ~~for the 2021-2022 school year, adopt a policy on ethnic and social~~  
9 equity in schools that takes into consideration the model policy distributed by  
10 the Agency of Education under subsection (e) of this section; and, ~~for the~~

11 ~~2021-2022 school year, implement the ethnic studies standards adopted by the~~  
12 ~~Agency under subsection (e) of this section and~~

13 (2) ~~for the 2021-2023 school year, implement the ethnic studies~~  
14 standards adopted by the Agency under subsection (e) of this section, ~~and~~

15 adopt a policy on ethnic and social equity in schools that takes into  
16 consideration the model policy developed by the Vermont School Boards  
17 Association under subsection (f) of this section.

18 (gh) Report to General Assembly. On or before December 15, 2022, the  
19 Agency of Education shall submit a report to the General Assembly on the  
20 status of implementation by school districts and approved independent schools

**Comment [KL1]:** This will be difficult for school districts to implement standards that have been adopted just three months earlier by the AOE. Curriculum changes won't happen in three months.

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**Comment [KL2]:** This will be difficult for school districts to implement standards that have been adopted just three months earlier by the AOE. Curriculum changes won't happen in three months.

**Comment [KL3]:** This will be difficult for school districts to implement standards that have been adopted just three months earlier by the AOE. Curriculum changes won't happen in three months.



1 of the ethnic studies standards and the policy required under subsection (g) of  
2 this section.

3 Sec. 2. 16 V.S.A. § 212 is amended to read:

4 The Secretary shall execute those policies adopted by the State Board in the  
5 legal exercise of its powers and shall:

6 \* \* \*

7 (23) Publish, to the extent permitted by applicable confidentiality laws,  
8 statewide educational assessment results showing the results for the following  
9 categories of students:

10 (A) female students;

11 (B) male students;

12 (C) students with disabilities;

13 (D) students from economically deprived backgrounds;

14 (E) students for whom English is not the primary language;

15 (F) students who are noncaucasian.

16 Sec. 3. EFFECTIVE DATE

17 This act shall take effect on passage.