

Key Terms

Anti-Racism: Acknowledges that racist beliefs and structures are pervasive in all aspects of our lives and requires action to dismantle those beliefs and structures. This requires that school leaders hold educators and students accountable when they say and do things that make school unsafe, and that they dismantle systems perpetuating inequitable access to opportunity and outcomes for students historically marginalized by race.

Cultural Competency: Having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry.

Education Equity (VDOE):

Eliminating the predictability of student outcomes based on race, gender, zip code, ability, socioeconomic status or languages spoken at home.

List of Stakeholders Invited to Participate: (as shared)

[https://go.boarddocs.com/vsba/fairfax/Board.nsf/files/BXN33B04DCD1/\\$file/FCPS%20Anti-Racism%20and%20Anti-Bias%20Policy%20Development_012721%20\(002\).pdf](https://go.boarddocs.com/vsba/fairfax/Board.nsf/files/BXN33B04DCD1/$file/FCPS%20Anti-Racism%20and%20Anti-Bias%20Policy%20Development_012721%20(002).pdf)

List of Stakeholders who Participated in Focus Groups:

| <div><div><h2>Focus Groups – Session Participants</h2></div><div></div></div> | | | |
|--|--|---|-----------------|
| Date | Focus Group | Organizational Affiliation | Total (n=41) |
| 5/3 | Staff (one focus group) | Fairfax County Federation of Teachers, Hispanic Educators Association, Fairfax Alliance of Black School Educators | 9 |
| 5/5 | Families & Community (three focus groups) | Meyer Foundation, TPAC, LUPEE, CAPA-NoVA, FCPS Pride, Minority Student Achievement Oversight Committee, Korean Community Service Center, JCRC of Greater Washington, NWEA, Fairfax Court Appointed Special Advocates, Fairfax County EDA, Fairfax Antiracist Minds, Asian American LEAD, Fairfax County Govt - One Fairfax, Fairfax SEPTA, FARE, Fairfax NAACP, Fairfax County Comm Impact Unit | 19 |
| 5/6 & 5/7 | Students (two focus groups) | Indian Students Assn., Annandale Equity Team, Marshall HS Asian Student Assn., Quander Road School, WEAR, Habesha, FCA Rep, Pulley, Muslim Student Association, Marshall HS Black Student Union, West Potomac HS Black Student Union, SEALs | 13 |