

Equity Pledge

Responding to Bias at BCCHS

BCCHS is a school that is committed to creating an environment that respects everyone and creates a safe space for everyone in our community. We do not tolerate any biased language or actions related to a person's ability, appearance, culture, gender, home language, race, ethnicity, religion, sexual orientation, social class, immigration status, or identity in any way. Language about a person's background, appearance, identity, etc. is not a joke, and will not be seen as a joke. This includes sexualized and/or biased language about one's gender identity.

We call for an end to the abundant and unacceptable use of the N-word: BCCHS does not tolerate any use of the N-word in any variation; this includes singing the 'N-word' in a song.

Furthermore, BCCHS does not tolerate any slurs or sexually degrading speech. Sexist attitudes and jokes promote rape culture and are unacceptable. This type of language is not appropriate in any situation.

Microaggressions are just as damaging as slurs and will be taken seriously.

Be respectful of others' personal space and privacy, including personal relationships. Do not pressure people to do something they aren't comfortable with, including sexual or nonsexual touch.

As Baruchians, we are **upstanders**. We **speak up** when we hear language that puts us down. We **call in** for dialogue, rather than call out. View situations from a non-biased perspective. Value people's opinions and feelings about sensitive topics. We are a community, committed to supporting one another in holding each other up to our common values. We cannot expect everyone to want to do the work, but we are being more transparent on what happens if you don't, and invite you to join us in the work.

What Happens When Someone Breaks the Equity Pledge:

A member of our community can break the Equity Pledge by:

Using a slur with a friend, in a public space.

Using biased slurs in school (in our hallways, classrooms, public spaces) but it is not directed toward someone.

Using a biased slur aimed toward another person

Posting a biased slur/language on social media that impacts our school community.

There will be an investigation followed by a consequence, which can include (but not limited to):

- Doorway conversation with a teacher
- Parent meeting
- Loss of outside lunch privileges
- Detention or suspension, depending on the severity of the use of the slur

Any member of our community who uses a biased slur will be asked to learn the history of the term they have used and why it is offensive. They will be asked to share what they are committing to doing moving forward, to change. This can be done by:

- Writing a reflection after an assignment
- Agreeing to a restorative circle (only when both parties agree)

BREAKING THE EQUITY PLEDGE MAY RESULT IN THE LOSS OF THEIR PRIVILEGES AND OPPORTUNITIES IN OUR COMMUNITY

- Leadership positions on sports teams, clubs, student government, NHS, senior mentors, etc.
- This can impact your future (Letters of recommendation or even college applications)

Those who are *harmed* by biased language will have a say in:

- If they need their classroom arrangements modified (ex moving groupings, teachers being aware there was harm)
- If they are open to a letter of apology, an in-person meeting or any other way to repair the harm done
- What type of support they would like moving forward?

We invite you to join us in the Equity Team in this work.

When our community is harmed, what do you do?

1. **Speak up!** Don't be a bystander. When a slur flies, speak up. When a racist joke is told, speak up. **"We don't use slurs in this school"** should be a phrase everyone has at the ready. If you ignore a peer's racist, sexually degrading, and/or biased language, you're tacitly indicating that it's OK to use such language.
2. **Tell someone.** You can approach the following members of our community, who will ensure that when our community is harmed, it is addressed, repaired and the individual who hurt our community is provided with clear consequences and education; education is part of the healing process. Hurting our community means a need to repair our community.

Telling someone about an act of bias is not snitching. *Telling someone* is holding up our community value. Inform a student or staff leader, who will support you.

- Tell the "Respect for All Liaison", Ms. Ougheltree, or the "Sexual Harassment Liaison," Ms. Smith, or the social worker, Ms. Kaplan
- Tell your advisor or a trusted adult
- Tell our student body presidents
- Tell your identity club leaders: BLSU, Chinese Culture, GSA, Asian Affinity, Sexual Assault Prevention Board
- Tell an Equity Team member
- Go directly to an administrator
- Email the equity team at equity-team@bcchsny.net or NYC DOE's RespectforAll@schools.nyc.gov
- Submit an online report: www.nycenet.edu/bullyingreporting
- Scan the QR code to submit an online report



What happens after you say something?

- Guidance will check in with the student(s) impacted and offer support.
- Members of the Equity Team will gather to review the incident and determine next steps.
- Students impacted will be asked to share information on the incident.
- Student's advisor and families will be notified throughout the process.

- Students impacted will be informed of the incident, have a right to share their side & present information.
- All students are expected to maintain confidentiality; a breach of confidentiality is a disciplinary violation.
- Those who have violated the Discipline Code in regards to biased-language will be subject to disciplinary action:

When an act of hate or bias occurs in our school, we will address this publicly, as a school, and denounce the action.

We ask all members of our community to commit to BCCHS' Equity Pledge:

- I pledge to be an upstander.
- I understand that when our community is harmed, there is a need to repair the harm.
- I am aware of how to reach out if I need help and what happens if harm occurs.
- I pledge to take accountability for my actions and I am aware of the consequences that will occur if I fail to comply with the Equity Pledge.

Student Name

Student Signature

Guardian Name

Guardian Signature