

POLICY 1.51
HUMAN RELATIONS COMMITTEE

PROVIDING STUDENTS WITH DIVERSE, INCLUSIVE EDUCATIONAL OPPORTUNITIES FROM AN EARLY AGE ARE CRUCIAL TO ACHIEVING THE DISTRICT'S EDUCATIONAL AND CHARACTER EDUCATION GOALS. HUMAN RELATIONS APPROACHES PROVIDE INCALCULABLE EDUCATIONAL BENEFITS BY PROMOTING CROSS-CULTURAL UNDERSTANDING, BREAKING DOWN RACIAL AND OTHER STEREOTYPES AND ELIMINATING BIAS AND PREJUDICE. OUR COMMUNITY'S FUTURE DEPENDS UPON A CITIZENRY DEVELOPED THROUGH WIDE EXPOSURE TO THE IDEAS AND MORES OF STUDENTS IN OUR CULTURALLY RICH DISTRICT.

THE SCHOOL BOARD SHALL ESTABLISH A HUMAN RELATIONS COMMITTEE. THIS COMMITTEE SHALL SERVE AS THE FOREMOST RESOURCE ON HUMAN RELATIONS IN BROWARD COUNTY PUBLIC SCHOOLS. IT SHALL MAKE RECOMMENDATIONS THROUGH THE SUPERINTENDENT TO THE SCHOOL BOARD ON MATTERS THAT FOSTER MUTUAL RESPECT AND UNDERSTANDING AMONG OR BETWEEN PEOPLE WITHIN BROWARD COUNTY PUBLIC SCHOOLS AND TO ADDRESS ISSUES OF HUMAN RELATIONS THAT PROMOTE A POSITIVE SCHOOL COMMUNITY. THIS COMMITTEE WILL SUPPORT THE DEVELOPMENT OF OUR STUDENTS' ABILITIES TO BECOME RESPECTFUL PARTICIPANTS IN OUR COMMUNITY THROUGH EDUCATION, GUIDED DISCUSSION AND PROGRAMS. THE COMMITTEE SHALL SUPPORT THE WORK OF THE DISTRICT AS IT PERTAINS TO OUR POLICIES RELATED TO DIVERSITY, EDUCATIONAL/VOCATIONAL EQUITY, NONDISCRIMINATION, INCLUSION AND CHARACTER EDUCATION. THE COMMITTEE WILL WORK TO ESTABLISH BROWARD COUNTY PUBLIC SCHOOLS AS A MODEL TO PROMOTE MUTUAL RESPECT, POSITIVE HUMAN RELATIONS AND COMMUNITY BUILDING AMONG GROUPS THROUGH EDUCATION, CULTURAL AWARENESS AND PARTNERSHIPS.

I. RULES

1. **Committee Composition:** The Human Relations Committee shall consist of 21 members. Each School Board Member shall appoint 1 member (adult or student), pursuant to guidelines established in School Board Policy 1.7, Appointment of a School Board Member Representative(s) to a Committee(s). The remaining members shall consist as follows: six (6) Human Relations Council students, two (2) students to be selected at-large, three (3) Human Relations Council Advisors, and one (1) Superintendent appointee. The Non-School Board Appointees shall submit an application for review by Diversity, Prevention & Intervention staff. In making these appointments, there should be consideration to the composition of the committee, ensuring diverse backgrounds and geographic areas are represented. The Superintendent will bring forward final recommendations of non-School Board Member appointees.
2. **Quorum:** More than 50% of the members shall constitute a quorum for any meeting at which a vote is to be taken

3. Term of Office: Appointments shall be in accordance with School Board Policy 1.7, School Board Established Advisory Committees and Appointment of a School Board Member Representative(s) to a Committee(s).
4. The Human Relations Committee shall recommend through the Superintendent to the School Board resources, services and programs to meet the needs of our diverse student and staff population.
5. The Diversity, Prevention and Intervention Department shall facilitate the work of the Human Relations Committee.
6. The Human Relations Committee shall develop annual goals, objectives and expected outcomes. By June 30 of each school year, the committee shall present its final annual outcomes and recommendations to the School Board via the Superintendent of Schools.
7. The Diversity, Prevention & Intervention Department will facilitate communication to stakeholders regarding the role, goals, objectives and outcomes of the Human Relations Committee via: District website, presentations, and department communications to internal and external constituents.

II. SCHOOL BOARD TENETS

1. Vision: To serve as the foremost resource on human relations in Broward County Public Schools.
2. Mission: To advise the School Board on matters that foster mutual respect and understanding among or between people within Broward County Public Schools for the purpose of promoting inclusivity, positive community relations and support for our Human Relations Councils and prevention initiatives.
3. Core Values:
 - a. We believe diversity is an asset.
 - b. We believe every individual is to be treated with dignity and respect.
 - c. We seek to include the voices and equal participation of all student, adult and community members.
 - d. We believe dialogue advances understanding and cooperation between diverse perspectives.

III. COMMITTEE FUNCTIONS

The Human Relations Committee shall make recommendations through the Superintendent to the School Board on matters that foster mutual respect and understanding among people within Broward County Public Schools and to address issues of human relations that promote a positive school community. The Human Relations Committee shall be responsible for the following functions, including, but not limited to:

- a. Review all District-wide policies to ensure the diversity of the District and that inclusivity is established and promoted
- b. Serve as an advisory for staff, students, parents and the community at-large regarding human relations issues
- c. Promote mutual respect among groups through education
- d. Monitor the human relations climate in our District
- e. Address human relations concerns in our schools
- f. Promote positive human relations through the establishment of partnerships
- g. Promote programs and activities that foster positive interactions
- h. Promote awareness of cultural differences and foster positive learning environments and school climates
- i. Facilitate ongoing dialogue between students, staff and community
- j. Promote learning and work environments where students, parents, community and staff feel supported, respected and valued for who they are
- k. Promote awareness and sensitivity to topics and initiatives in the area of prevention including, but not limited to, anti-bullying, dating violence prevention, conflict mediation, anti-bias education and cultural competency
- l. Serve as a resource to the District in the effort to promote positive human relations
- m. Educate the District and larger community about the work of the Committee
- n. Develop and leverage District and community resources and materials highlighting best human relations practices

Statutory Authority: F.S. 1001.41
Laws Implemented: 1001.32(2)
Adopted: 5/6/14