



# Dress and Grooming

Board Policy 5132

Board of Education Meeting | September 21, 2021

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# Presentation Outline

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1. Why – The rationale for revising BP 5132
2. How – The process used to develop the policy
3. What – The proposed revisions
4. Recommended action

# Why



- Stakeholder feedback
- Limited guidance to schools → wide range of variation
- Development in statewide equity efforts
- Disparity in impact

# Why: Dress Code Violation Disparity Rates

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**Disparity of Race/Ethnicity:** African American, American Indian, Hispanic

**Male Gender Disparity:** African American, American Indian, Hispanic

**Female Gender Disparity:** African American, American Indian, Filipino, White

# How

A horizontal bar composed of four colored segments: blue, red, orange, and green.

- Equity action planning stakeholders: Task Force development
- Initial gathering of data (quantitative & qualitative)
- Student Equity Council (SEC) feedback
- Task Force convening (spring 2021 - fall 2021)
  - Student members (SEC)
  - Staff and community members (Equity Coalition)
  - Principal/admin members (invited by school directors)

## How (cont.)



- Task Force gatherings:
  - Reviewed data collected
  - Reviewed articles on equitable dress and grooming policies
  - Reviewed sample policies: revised Board Policies and current school policies
  - Collaborative development of the policy and testing with sample scenarios
- Stakeholder Feedback: EGEA, Cabinet

# Who



## Staff Members

- Staci Bettis
- Dawniell Black
- Abelardo Cordova
- Kristen Couchot
- John Dixon
- Mathew Espinosa
- Timeka Francis
- Jessica Ghalambor
- Kimberly Montes de Oca
- Bethany Moslen

## Staff Members (cont.)

- Christina Moslen
- Katrina Lee
- Natasha Lewis-Jones
- Elizabeth Rueda
- Chandra Victor
- Mary Walton

## Board Members

- Carmine Forcina

## Student Members

- Student Equity Council (4 members)

## Family/Community Members

- Joel Boyd
- Bridgett Hankerson
- Jenny Rodriguez
- Ken Spence
- Kishaun Thorntona

# What: Core Beliefs

Necessary	Equitable	Focus on education, not punishment
Grounded in common policy	Minimize barriers, maximize learning	Minimize conflict
Inclusion of student & family voice	Current	Aligned with legislation (Crown Act, Ed. Code PE Dress)

# What: Purposes

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1. Preparation for college, career, and life readiness
  - a. Interference with learning
  - b. Coverage of body
  - c. Outwear only
2. Safety
  - a. Physical safety
  - b. Emotional safety (not racist, lewd, vulgar, obscene)
  - c. Emotional safety (not inciting violence or gang activity)
3. Respect
  - a. Student choice and comfort
  - b. Religious attire
  - c. Self-identified gender alignment
  - d. Equitable treatment

# Recommended Action

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## Action for the Board of Education:

- Adoption of Revised BP 5132

## Action for District Leadership:

- Training for all school administrators and staff
- Revision of school dress code policies for alignment as necessary
- Communication of changes to community
- Ongoing review of data on implementation and impact of BP 5132

# Questions/Comments

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