

Resolving Racial Discrimination Issues in Lubbock-Cooper ISD

Lubbock-Cooper ISD families submitted a complaint of racial discrimination under Title VI of the Civil Rights Act for the district's failure to prevent and respond appropriately racial harassment, its failure to train educators on preventing, identifying, investigating and remediating racial harassment, and its engagement in discriminatory discipline practices. They seek accountability for the students and families whose lives have been irrevocably altered by these discriminatory practices. And they urge the following measures be taken to ensure that no child is forced to endure a racist learning environment.



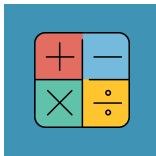
Revise Lubbock-Cooper ISD's **anti-harassment, anti-discrimination, and anti-bullying policies** to ensure they are reasonably designed to prevent, address, and respond to incidents of bullying, discrimination, and harassment.



Establish a **working group** of district personnel, community representatives, parents and students to make recommendations regarding the district's anti-harassment program.



Ensure that Laura Bush Middle School's **code of conduct** includes a clarifying statement that the prohibition on bullying and harassment specifically includes bullying on the basis of a student's protected characteristics, including a student's race, color, and/or national origin.



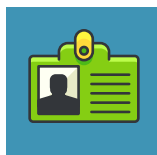
Appoint an **external evaluator** to conduct an annual assessment of the educational climate at Laura Bush Middle School to assess the effectiveness of its anti-harassment program and to identify any additional measures necessary to ensure an educational environment free of racial discrimination, including harassment.



Provide **training to the district's staff** on Title VI and the district's revised harassment policies and procedures.



Effectively implement **alternatives to exclusionary discipline placement**, such as restorative practices, to eliminate harmful placements in DAEP that target Black students.



Designate at least one campus and/or district **employee with responsibility** to coordinate supportive measures for students who report incidents of racial harassment.



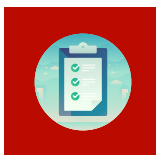
Train educators and administrators on appropriate school discipline practices, including training relating to investigating disciplinary complaints, combatting bias and discrimination in disciplinary determinations, identifying and relying on credible evidence, and ensuring disciplinary decisions are implemented consistent with the district's progressive discipline policies and Positive Behavioral Interventions and Supports (PBIS) programs.



Provide an effective and age-appropriate orientation **program for all district students** regarding the school's anti-bullying/anti-harassment policies.



Establish a **student committee** at Laura Bush Middle School to provide a forum for students to discuss matters concerning harassment and suggest measures for improving effectiveness of the school's anti-harassment program.



Establish a **process for reviewing claims** of erroneous discipline unlawfully imposed on Black students, including expungement of findings from school and district records.



Monitor the school's compliance with any resolution agreement.



Publish annually on the district's website a **written report** summarizing the reports of racial bullying and harassment (with student identifying information redacted) and their disposition, in order to ensure transparency and accountability for the community.



Learn more: <https://idra.news/LBKstatement>

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