



2020-2021 Equity Action Plan

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Going beyond the access and equity efforts R.O.B.B.E, Team 56, has undertaken for the past several years, we are committed to addressing racism in addition to social injustice not only in our team but also our school through a variety of techniques. These actions build upon the principle of our existing Equity Commitment and Beliefs:

Equity Commitment

We will improve FIRST experiences of all students through promoting a culturally inclusive and responsive environment.

We will strive to provide accommodated opportunities despite being economically disadvantaged.

We believe that everyone should feel safe and comfortable in their own skin and environment.

We believe that female representation is important and powerful.

We believe that everyone has a voice that needs to be heard.

We believe that making mistakes is an opportunity to learn.

We believe that life demands critical thinking and problem solving.

We believe that facing challenging situations is a part of growth.

We believe that leadership skills are fundamental life-long skills.

Our Equity Action Plan consists of short- and long-term goals and acknowledges that this work is ongoing and never finished. This plan and progress in addressing the goals of this plan will be regularly communicated to the team and community and made available on the R.O.B.B.E Team 56 website.

Community Outreach and Involvement

Team 56 will actively engage and become more involved with different minorities of color and groups to engage them further not just in our team but also in our school.

By doing so, the team will expand efforts to translate important documents or information into the primary languages spoken in the homes of our students to accommodate the 54% hispanic population in Bound Brook.

Students for Change

R.O.B.B.E Team 56 will meet regularly with team members as well as students to request input and feedback regarding student and staff behaviors, disciplinary responses, injustices, and efforts to address identified inequities.

Support for the Community Beyond the School

Team 56 will continue hosting several food and clothing drives to help families in need and will proceed to participate in local community service events throughout our community.

Policy Review

Building upon our beliefs, we strive to continue reviewing our policies and pillars towards diversity, equity, and inclusion to further highlight any problems or improvements.

Equity Commitment and Beliefs

Team 56 will post its equity commitment and related beliefs plan at the bottom of parent resources posted on the Bound Brook School District website.

Curriculum

All students deserve to see positive representations of themselves as well as others in what they observe.

Curricular activities will represent the diversity of our team and school community.

Students will increase their understanding of cultural values and their differences.

A multicultural lens will be put on all team reviews and on material purchases.

Professional Development

Culturally responsive training practices involving racial diversity, equity, and power of speech will be held and used by mentors and our team members.

Weekly meetings will be held that are solely dedicated to informing our team about the importance of inclusivity and acceptance.

Diversity Calendar

Schools will celebrate diversity through programming, presentations, and visual displays.

R.O.B.B.E Team 56 will recognize and celebrate ethnic, racial, and cultural diversity.

Team presentations will feature topics such as inequity, racism and social injustice.

Visual Statements

Team 56 visually recognizes all team members and team leaders and further plans to improve onward. As a team we enforce a respectful and appreciative attitude towards everyone.

Student Advocacy

All students are entitled to equal treatment and respect.

Female participation and recognition will be one of our main priorities as we believe that females deserve to be represented, especially in STEAM related programs.

R.O.B.B.E Team 56 will advocate and actively support the rights of all students to feel safe and welcomed in all aspects.

The consequences for bullying or harassing behavior will be taken extremely seriously, including those behaviors related to race, gender, or ethnicity.

Mentors and team members will immediately confront incidences of bullying, and harassment and will document them.