

# ATTACHMENT C



# Project DISRUPT

Dismantle Institutionalized Systems of Racism to Uplift and Propel Transformation

## Why focus on Affective Needs Centers?

From 2016-17 through 2018-19:

- DPS was three times more likely to place Black students in an AN Center, and 4.5 times more likely to place Black male students, than any other race/ethnicity.
- On average, only 1% of Black students in AN Centers met or exceeded expectations on Math CMAS exams, and only 3% of Black students in AN Centers met or exceeded expectations on ELA CMAS.
- Despite having average to above average intelligence, of the 55 students in AN Centers expected to graduate high school, only 21 graduated, and only 6 of those students subsequently enrolled in college.

### Problem Statement

Affective Needs Center based programming is one of our **most glaring examples of institutionalized racism within Denver Public Schools**, which disproportionately impacts Black male students. **In order to break historical and contemporary patterns of inequity**, this system needs to be abolished, and we must reimagine how we serve Black students with known and suspected disabilities by designing and committing to the implementation of anti-racist, anti-ableist policies, structures, and mindsets.   
Learn More: [What is an Affective Needs Center?](#)

### Our Ask

To be successful, this change must take an organization-wide approach that is prioritized at the highest levels of DPS leadership.

In alignment with the [CRE Educator Mindsets](#) and [DPS Commitment to Black Excellence](#), **below are ways you can demonstrate allyship with this work.**



My Responsibility

Hold leaders accountable to engagement in ongoing learning and development of anti-racist mindsets and practices throughout the year and beyond.

Build awareness by sharing this work with supervisors and colleagues.



Global Context

All DPS employees must be actively engaged and learn to confront racism and understand how we all contribute to and can break down the barriers of institutionalized racism in DPS as a team.

Identify aligned initiatives, and reach out to collaborate.

To learn together and partner in this work, please contact [ProjectDISRUPT@dpsk12.org](mailto:ProjectDISRUPT@dpsk12.org).

### Our Approach: Strategy Development

In this first phase of work, we are committed to:

- Produce root cause analysis that details the manifestation of institutionalized racism within the AN system.
- Propose solutions that reimagine how we serve Black students with known and suspected disabilities including the replacement of the AN service delivery model.
- Gain SLT approval to implement solutions.



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