



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

September 22, 2020



RE: Letter of Response for Grievance #3207 filed on May 17, 2019

Dear [REDACTED],

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced grievance.

Grievance Issues

Based on a review of the information provided, the written grievance raised the following issues under the jurisdiction of this office:

1. **5-B DCMR 2405.1 (d) & (e)** Where it is alleged that there has been a violation of Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color and national origin; and the DC Human Rights Act of 1977 which, in part, prohibits discrimination on the basis of race and color.
 - a. You reported that you were “extremely concerned” with the lack of diversity on the sixth-grade baseball team at [REDACTED].

Investigative Procedure

The investigation included interviews with the following individuals:

1. Athletic Director, [REDACTED]
2. Head Coach, [REDACTED]
3. Deputy Director of Athletics, [REDACTED]

DCPS CARE unsuccessfully attempted to contact you to follow up on the concerns raised in this grievance.

The investigation also included review of the following documents which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

1. Grievance Referral Online Form
2. [REDACTED] Baseball Roster
3. ASPEN database

General Findings of Fact

The following findings of fact resulted from the investigation:

1. On [REDACTED], you reported that you were “extremely concerned” with the lack of diversity on the sixth-grade baseball team at [REDACTED]. You stated that this complaint was not a result of your child, [REDACTED] not making the team, but because the “make-up of the team does not reflect the diversity of the school”.
2. In your written grievance, there was no information or evidence provided to show that students at [REDACTED] [REDACTED] are being discriminated in their attempt to join the baseball team.
3. In [REDACTED], [REDACTED] hired [REDACTED], [REDACTED] male, as the Head Baseball Coach.
4. Athletic Director, [REDACTED] stated that there were approximately 100 students that tried out for the baseball team at [REDACTED]. A majority of the students at try-outs were white, while only 15-20 of the students were African American. Baseball Coach, [REDACTED] stated that 33 players were kept after tryouts.
5. [REDACTED] stated that players made the team based on talent after an evaluation process that was judged by both [REDACTED] and [REDACTED].
6. After an examination of the [REDACTED] Baseball Roster, DCPS CARE found that 81% of the baseball team identified as white in the ASPEN Student Database.

Discussion/Conclusion

1. **5-B DCMR 2405.2(e)** is unable to be substantiated. Based on the information gathered during this investigation, there is no evidence to support the allegation that students were discriminated against on the basis of race while trying out for the baseball team at [REDACTED]. As stated above, DCPS CARE was unable to interview you about the allegations raised in this grievance. Should you have additional information to provide about this matter, please contact DCPS CARE at the number provided below.

DCPS has taken the following actions as a result of these allegations:

1. Staff and administration at [REDACTED] will develop appropriate strategies aimed at increasing the racial diversity on the baseball team at [REDACTED].

As the complainant, if you are not satisfied with the outcome, you have the right to file an appeal. Appeals must be submitted in writing and received within 10 calendar days of receipt of this notice. Please submit appeal requests to the Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 10th Floor; Attn: CIO or via email at dcps.cio@k12.dc.gov. You may also contact the U.S. Department of Education, Office for Civil Rights (1-800-421-3481) to report any educational discrimination.

If you have further questions, please do not hesitate to contact us at dcps.care@k12.dc.gov or 202.442.5405.

Sincerely,



Anitra Allen, Director CARE

Cc: Principal
Instructional Superintendent