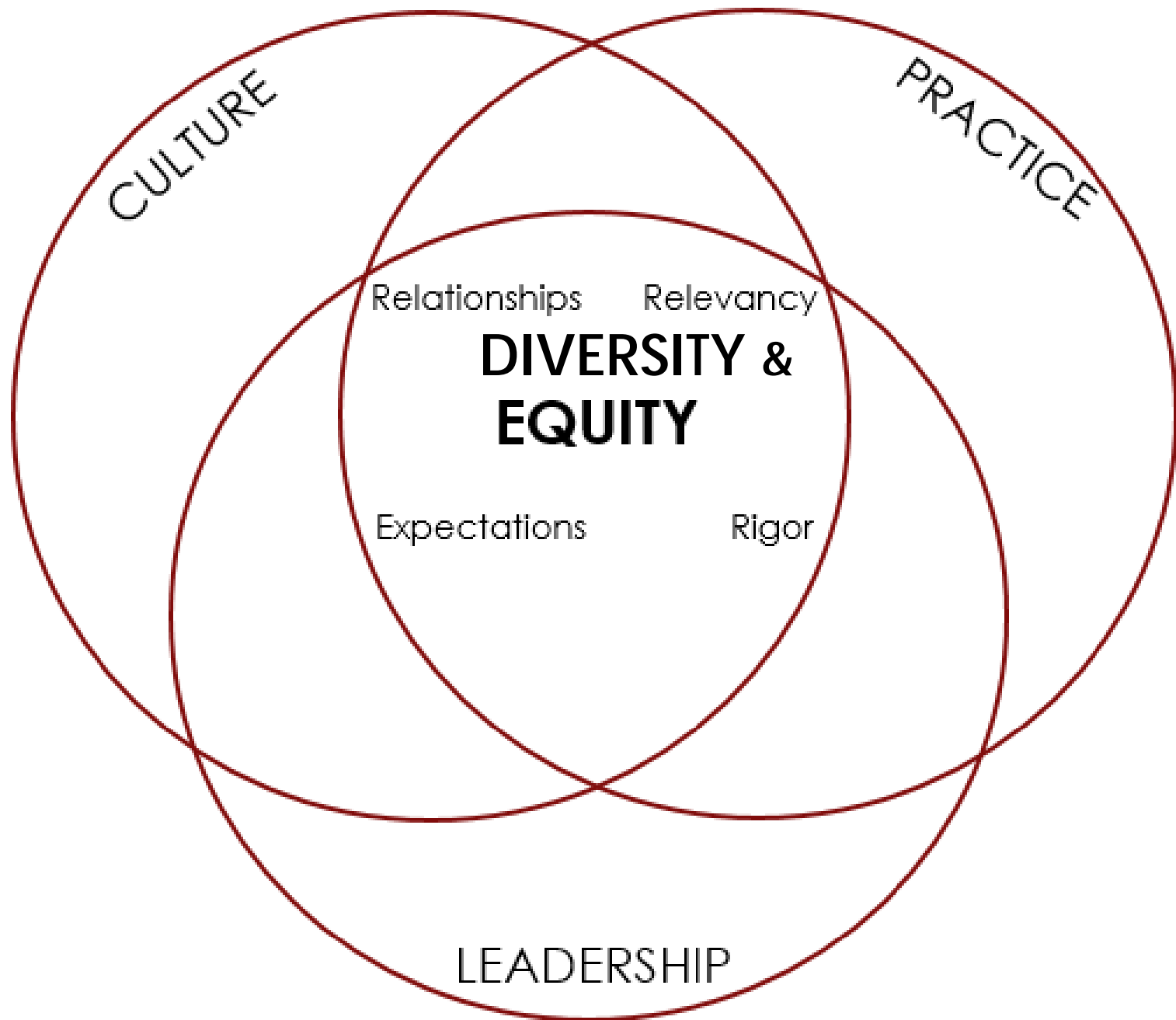




DIVERSITY & EQUITY

The Building Blocks of an Equity
Framework



The
Interrelationships
that Support
Diversity & Equity

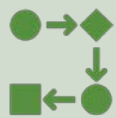
A Framework for Change...



Review current practices that demonstrate a safe, inclusive, and respectful environment for students and staff.



Develop future practices in alignment with our values, beliefs, and commitments as outlined in our BOE Resolution.



Continue to assess, modify, and support our practices to ensure they promote equity, inclusivity, and respect.

BOE RESOLUTION

- ❑ Support development of academic pathways, instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity;
- ❑ Review and monitor policies on diversity, inclusion, and equity;
- ❑ Review curriculum in grades K-12 through the lens of multicultural and diverse perspectives;
- ❑ Establish a clear protocol that records and reports incidents of racism occurring within the schools and holds all staff and students accountable for their actions;
- ❑ Review and employ mechanisms (e.g., anonymous tips, trusted adults) to allow students and staff to share sensitive or confidential information that will help in the investigation of acts of bullying, harassment, and racism;
- ❑ Continue to support best practices and social/emotional programs and resources to ensure that every student feels safe in a supportive environment;
- ❑ Provide training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students, including students of color;
- ❑ Support the Superintendent's initiatives in creating community conversations in diversity and equity that will lead to systemic improvements.

Inclusivity (Ohio State University)

Fairness and respect

Foundational element that is underpinned by ideas about equality of treatment and opportunities

Value and belonging

Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership

Confidence and inspiration

Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work

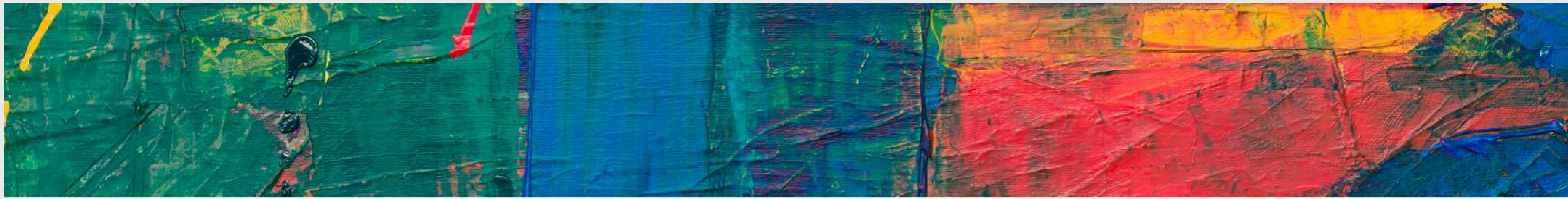
From Commitments to Practices...

Current Practices

- A Diversity and Equity resolution adopted by the BOE in August.
- The drafting of a new Diversity and Equity Policy
- Community Conversations with students, staff, and parents
- The ongoing promotion of an Anonymous Tip app for students to share concerns
- The inclusion of an SEL (Social Emotional Learning) program
- Courses and programs that embody diversity and cultural awareness
- The development by leaders and staff in developing a framework for change

Future Commitments

- Proposing the inclusion of a Diversity & Equity Compliance Officer (Superintendent Goal) to work to support students, staff, and families in finding resolutions to issues.
- Conducting a review of curriculum K-12 through the revision process to ensure multicultural perspectives and voices, as well as eliminating bias and institutional racism in our programs (Office of the Assistant Superintendent and Director of Teaching and Learning).
- Enlisting the input of students regarding their views and perspectives regarding literature and texts that address various cultures, voices, and biases.
- Examining our practices in reporting acts of bullying, harassment, and racism, as well as holding all members of the school community accountable for their actions.
- Ensuring academic programs in place embrace build a stronger awareness of cultural diversity and equity.
- Supporting workshops for staff, students, and leaders around issues of racism, with a focus on being "upstanders" in the reporting of incidents that conflict with our values and beliefs (and outlined in our Strategic Plan, Resolution, Diversity & Equity Policy).
- Engaging staff in a District-wide professional development day on Diversity (Dr. Derrick Gay, Work with Diversity - November 2020).
- Developing a Diversity & Equity subgroup through PEAC to support future district commitments as outlined in the BOE resolution, policies, and practices.



Our ability to reach unity in
diversity will be the beauty and the
test of our civilization.

Mahatma Gandhi