

## DIVERSITY ADVISORY COMMITTEE CHARTER

*Approved December 3, 2014*

The Mercer Island school community embraces racial and ethnic diversity. Over time, many families from Africa, Asia, including the Indian subcontinent, the Middle East, Island Nations, Europe, Australia and Central and South America have been enrolling in and supporting the schools here on Mercer Island.

Students, who include Caucasians, Asians, Latinos, African-Americans, Native Americans and a growing new category of multiethnic (also referred to as “mixed”), are studying and growing up together.

The recent changes in demographics encourage an “adaptive need” to ensure for all students irrespective of racial and ethnic differences: equity of educational opportunity; individual empowerment; and, equal and fair treatment.

The district also seeks to provide educational programs, which focus on critical thinking and personal narratives that are emotionally connecting, together with school environments that are inclusive, celebratory and respectful of our racial differences.

There are other aspects of diversity that will be added in the future.

The Diversity Advisory Committee believes the following actions (TBD) will move the District towards the goals stated above.