

## DIVERSITY ADVISORY COMMITTEE CHARTER

*Initially Approved December 3, 2014*

*Changed and reaffirmed on March 4, 2016*

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 an increasing number with multiethnic and/or with multiracial backgrounds, 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 as the District makes progress with its embrace of racial and ethnic diversity.

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

1. The District will adopt a board policy on diversity and implement its components. The board adopted Fundamental 7 in BP 2020 in August of 2015: Foster and embrace diversity, inclusiveness, and equity with a focus on respect and acceptance of every student. The board monitored Fundamental 7 in March of 2016 and will again in March of 2017. The board also approved BP 1610 Diversity and Equity in January of 2016.
2. All schools will embrace a commitment to diversity, equity and inclusion beginning with the 2015-2016 school year. Schools have signed commitment statements.
3. Each school will develop action plans committed to building and sustaining a school community where teachers, parents, learners and support staff achieve the knowledge, skills and attitudes that value and embrace inclusiveness, equity and awareness as a way to liberate creativity and innovation in pursuit of the District’s 2020 Vision and Mission. Each school has diversity goals and action plans as part of the School Improvement Process. Plans are published on each school’s websites.