

# SUPERINTENDENT'S DIVERSITY ADVISORY COMMITTEE CHARTER

Initially Approved December 3, 2014

Changed and reaffirmed on March 4, 2016

Strikethroughs discussed generally on October 21, 2016 as part of DAC Role and Purpose and at the January 20, 2017 meeting.

Changed and reaffirmed on: \_\_\_\_\_

The Mercer Island school community embraces diversity. The Mercer Island School District is committed to fostering an environment of diversity and to developing the social identity and academic achievement of every child.

While we view diversity broadly, this policy charter sometimes focuses on addressing issues around racial diversity, since it remains a key issue in American society.

To that end, the Mercer Island School District is committed to: the success of every student in each of our schools; 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.

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

The District will adopt a board policy on diversity and implement its components.

The School Board adopted Fundamental 7 in Board Policy 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 Board Policy 1610 Diversity and Equity in January of 2016.

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The recent changes in demographics encourage an "adaptive need" to ensure for all students irrespective of racial and ethnic

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All schools will embrace a commitment to diversity, equity and inclusion beginning with the 2015-2016 school year.	<a href="#">Schools have signed commitment statements.</a>
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.	<a href="#">Each school has diversity goals and action plans as part of the School Improvement Process. Plans are published on each school's websites.</a>

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