

## School Commitment to Diversity, Equity & Inclusion<sup>1</sup>

The [insert school name] values diversity, equity and inclusion. It is 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 unleash creativity and innovation in pursuit of the District's 2020 Vision and Mission.

The District's Diversity Advisory Committee was established in 2014 to serve as a resource and catalyst for helping the school system embrace diversity as it adapts to being a multicultural organization. Valuing diversity embodies inclusion, mutual respect, and multiple perspectives. In this context, we are mindful of all aspects of human identities, such as socioeconomic status, race, ethnicity, language, nationality, sex, sexual orientation, gender identity and expression, religious/spiritual beliefs and values, geography, mental and physical disability and age.

Inclusion is a core requirement for successfully embracing diversity. Inclusion is achieved by intentionally creating opportunities for involvement, participation, and growth from each of us - nurturing the climate and culture of the school through professional development, education, policy, and practice. Equity also requires mutual respect as we strive for fairness and justice in the way people are treated within our school. Our objective is to create a school climate that fosters respect, belonging, and value for all, while encouraging participation and connection throughout the organization. The [insert school name] supports diversity through various initiatives, including:

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The District, in affiliation with its Diversity Advisory Committee, will provide training, tools, and resources for staff development, improvement of the organization's climate, inclusive curricula, cultural proficiency training, leadership development, and community engagement. Building on the rich cultural history, traditions, and diversity of the Puget Sound region, the District, including its students, staff and school board, are dedicated to educational opportunities and school environments that are inclusive, empathic, celebratory and respectful of our individual and collective differences.

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<sup>1</sup> Acknowledgement to the UW School of Medicine Diversity and Inclusion commitment.