

## SUPERINTENDENT'S DIVERSITY ADVISORY COMMITTEE CHARTER

*Initially Approved December 3, 2014*

*Changed and reaffirmed on March 4, 2016*

*Changed on October 21, 2016 and January 20, 2017*

*Changed and Reaffirmed on: February 24, 2017*

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 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 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 differences.

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

	<u>Measurement/Indicators</u>
The District has adopted a board policy on diversity and implements its components.	
All schools embrace a commitment to social identities, including diversity, equity and inclusion.	
Each school develops 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.	