

The 4 Climate Values

[Click here to access the original 6 Climate Areas and Belief Statements 1.0](#)

**Equity,
Representation
and Anti-Racism**

By that we mean:

Feeling valued and respected for your whole self and showing others that you value and respect them

Feeling welcomed and celebrated in all of our spaces

 **Acknowledging, challenging, and interrupting our own biases about others**



means:

- Having students see themselves in what they're taught
- Knowing students for their strengths
- Believing all students can meet high academic rigor with the right level of support
- Confronting and interrupting our own biases about others

In our Staffing Decisions, "Equity, Representation, and Anti-Racism" means:



- Having MPS staff who are committed to equity and anti-racism.
- Valuing the backgrounds and lived experiences of all staff.
- Having MPS staff who can authentically relate to each other, students, and families culturally, emotionally, and mentally.

In our Family and Community Engagement "Equity, Representation, and Anti-Racism" means:



- Honoring the diversity present in our MPS community
- Showing all families that they belong in MPS

In our Buildings, "Equity, Representation, and Anti-Racism" means:



- Acknowledging our buildings are on Dakota homelands
- Creating spaces that visually represent our students and families
- Making sure that all people can access public spaces in the building
- Using an anti-racist approach to any assessment or surveillance systems in place

