

Committee Name: Equity for All Identities

Goal: _____

Short Term Objectives:	Action Steps:	Projected Date of Completion?	Resources/ Measure of Success?	Progress?
<p>1. Preferred name and pronouns identified at the beginning of each school year</p>	<p>a. Staff training on legalities of helping students identify as they prefer.</p> <p>b. All Levels - "About Me" form completed by students to capture preferred names with an understanding that approval is needed by parents for staff to call the student by that name . "About My Child" form completed by parents and shared with staff which will include an update to the</p>	<p>a. October 2022</p> <p>b. August 2022</p> <p>c. July 2022</p>		<p>a. In progress - This has been added to a document that will be a part of the PD session for all staff to be implemented at the beginning of year training.</p> <p>b. Not Started - DEED will create a form to be utilized by students and parents to capture the necessary information.</p> <p>c. Not Started - DEED will check with Student Services regarding this as a district-wide practice.</p>

	<p>“nicknames” section of IC.</p> <p>c. Middle and high school - teachers start with sharing their name and their pronoun, then continue with a “round robin” to have each student share their name and pronoun. Also helps with pronouncing names that the teacher may not know how to pronounce.</p> <p>d. Pronouns of each staff member posted outside their door.</p>	<p>d. Will update</p>		<p>d. Not Started - DEED will check with Student Services regarding this as a district-wide practice.</p>
<p>2. Provide safe space for religious and ethnic needs</p>	<p>a. Signs to not make strong smelling foods in staff break rooms during Ramadan.</p> <p>b. Provide alternative classrooms during lunch (e.g. room</p>	<p>a. February 2023</p>		<p>a. Not Started - Tips for Ramadan have been communicated but signs have not. DEED will send signs to schools to post during Ramadan.</p> <p>b. Not Started - DEED will add to the Ramadan</p>

	<p>helper) for those students fasting during Ramadan.</p> <p>c. Recognition of non-Christian holidays</p>			<p>update.</p> <p>c. In progress – Some schools recognize these already. DEED will speak with DEI Champions and Administrators regarding how this can be done district-wide.</p>
<p>3. Student affinity groups at each middle and high school</p>	<p>a. Developed for Black students, females, gender/sexuality, religious/ethnic groups consistently across schools. Include allies</p>	<p>a. June 2023</p>		<p>a. In progress – Some schools have these already. DEED will speak with DEI Champions and Administrators regarding how this can be done district-wide.</p>
<p>4. Develop a list of days of awareness to provide to schools including but not limited to Transgender Awareness Week (November 13-19) and Transgender Day of Visibility (March 31) and Black History Month at each school</p>	<p>a. Give staff examples of ways to celebrate these days - bulletin board, announcement, activity/guest speaker</p> <p>b. Invite parents district-wide to share their celebrations with Dr. Grace to get</p>	<p>a. Ongoing</p> <p>b. August 2022</p>		<p>a. In progress – Some schools recognize these already. DEED will speak with DEI Champions and Administrators regarding how this can be done district-wide.</p> <p>b. Not Started – This information can be collected on the “All About My Child” informational sheet that will be sent home to</p>

	shared throughout the schools			parents.
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Long Term Objectives:	Action Steps:	Projected Date of Completion?	Resources/ Measure of Success?	Progress?
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2.				

3.				
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