

The Beloved Community, 2021

The Rockwood School District adopted an [Equity Resolution](#) on July 23, 2020. The Equity Resolution states that the RSD board of education and Superintendent want to ensure that every student and staff member can fully realize the District's mission statement, "we do whatever it takes to ensure that all students realize their potential". The Office of Educational Equity and Diversity will utilize "[The Way Forward](#)", Rockwood's strategic plan, as a guide to supporting students in fulfilling this mission.

The Office of Educational Equity and Diversity understands that the entire Rockwood school community plays an integral role in impacting **every** students' educational career. With that, we identified 3 key stakeholders to support the positive school community we all deserve, DEI Champions, staff of color, and parents.

DEI Champions:

Who: The DEI "Champions" are staff member representatives from each school building that are passionate about the diversity, equity and inclusion work the Rockwood School District has committed to.

Goal: This group of people will have the aim of meeting the goals of "The Way Forward" related to universal equity, opportunity, and access. We will be developing a plan to utilize a systematic approach to increase student equity, access, and opportunity. This includes creating a framework, common language, and DEI supports for teachers, staff, and students as well as learning how to provide a culturally responsive environment that is inclusive for all identities.

When: The DEI "Champions" will meet once per month for 2 hours in addition to 3 hours during the 4 district professional development days.

Affinity Groups:

Rockwood Staff of Color (RSOC):

Who: The Rockwood Staff of Color will serve as a safe space for our staff who identify as people of color.

Goal: This group will connect staff members of color with each other for support and growth. The group will provide mentoring, professional development, and leadership opportunities for staff of color related to their individual needs and interests. We know that affinity groups help staff members build deep and lasting connections that will ultimately impact relationships, collaboration, and productivity. Ultimately, we hope to improve the recruitment and retention of our staff of color so that our students can have opportunities to engage with diverse educators.

When: RSOC will meet every other month as a whole group then schedule affinity group meetings as necessary. They will meet for 1.5 hours. The planning for RSOC meetings will be a collaborative effort with the Director of Educational Equity and Diversity as the point person.

The Rockwood LGBTQ+ (R-LGBTQ+): **Who:** The Rockwood LGBTQ+ will serve as a safe space for our staff who identify as LGBTQ+.

Goal: This group will connect LGBTQ+ staff members with each other for support and growth. The group will provide mentoring, professional development, and leadership opportunities for LGBTQ+ staff related to their individual needs and interests. We know that affinity groups help staff members build deep and lasting connections that will ultimately impact relationships, collaboration, and productivity. Ultimately, we hope to improve the recruitment and retention of our LGBTQ+ staff so that our students can have opportunities to engage with diverse educators.

When: R-LGBTQ+ will meet every other month as a whole group then schedule affinity group meetings as necessary. They will meet for 1.5 hours. The planning for R-LGBTQ+ meetings will be a collaborative effort with the Director of Educational Equity and Diversity as the point person.

Any Other Affinity Groups: example - Rockwood Male Elementary Teachers

Rockwood Equity Parent Advisory Council - REPAC

Who: The “Parent Champions” are volunteer parent representatives from each school building that are passionate about the diversity, equity and inclusion work the Rockwood School District has committed to.

Goal: This group will be the parent representatives responsible for ensuring that the Rockwood school district stays on course with the universal equity, opportunity, and access goals outlined in “The Way Forward”. These members will serve as the Rockwood School District parent voices dedicated to promoting, supporting, and informing the school community of resources, initiatives, and opportunities related to diversity, equity, and inclusion.

When: The “Parent Champions” will meet every other month for 1.5 hours. The planning for “Parent Champions” meetings will be a collaborative effort with the Director of Educational Equity and Diversity as the point person.