

## **SD308 Equity Statements**

These statements reflect the vision of Diversity, Equity, and Inclusion that SD308 aspires to. These statements will be used to guide and monitor the work of SD308 at the classroom, school and district level(s).

<b>Curriculum</b>
We will deliver relevant and effective curriculum and instruction that is responsive to the needs of all students including those from marginalized identities.
<b>Racism</b>
We will acknowledge the existence of racism in our schools and community. We will address injustices that lead to racial inequities and work to educate and change behaviors to ensure an inclusive and equitable school community.
<b>Marginalized Identities</b>
We will acknowledge the existence of biases and inequities against marginalized identities in our schools and community. We will address injustices that lead to such inequities and work to educate and change behaviors to ensure an inclusive and equitable school community for people of all identities.
<b>Recruitment and Retention of Staff</b>
We will prioritize the recruitment, retention, and advancement of administrators and staff with diverse backgrounds to ensure our team of educators reflects our student body.
<b>Student Voice</b>
We will empower student voices as a critical tool in creating an inclusive and socially just school community.
<b>Professional Development</b>
We will engage in ongoing equity-centered professional learning through internal and external critical reflection.

### **Climate for Learning**

We will provide a physical, intellectual, cultural, and social-emotional safe place for students and staff to learn.

### **Policy**

We will embed equitable structures in our school systems' policies, practices, and procedures.

### **Community Partnerships**

We will partner with community groups to promote the academic and social-emotional success of all students.



DEFENDING  
EDUCATION