

DIVERSITY, EQUITY AND INCLUSION

The Regional School Unit 13 Board is committed to creating and maintaining an educational environment in which all students have a genuine opportunity to learn, grow, and succeed in school and beyond.

It is the Board's desire to foster a school culture that reflects the foundational principles and values of equity, diversity, and inclusion.

DIVERSITY

Diversity in education means appreciating and embracing the differences that make each person unique. We view the diversity of cultural backgrounds and other aspects of the human condition reflected in our District as a strength in preparing students to thrive in a global society. Respecting and celebrating our different backgrounds and perspectives helps us move beyond tolerance to appreciation of our mutual humanity. Curriculum and instructional materials should reflect the diversity of our students and include a range of perspectives and experiences, including those of underrepresented groups.

EQUITY

The Board recognizes that not all students come to our schools with the same access. For some of our students, historical biases, stereotyping, discrimination, and inequitable practices in our society may have a negative impact on student learning and impede their access to the educational opportunities that would allow them to achieve their full potential.

The Board believes that student success should not be predicated or predetermined by race, ethnicity, religion, language, sexual orientation gender identity or expression, disability, family socioeconomic status, or other personal characteristics.

The schools should seek to recognize and eliminate barriers to learning that are beyond students' control and which contribute to disparate educational outcomes.

It is the Board's goal to provide all students with equitable access to the resources and educational opportunities needed for success, including high-quality instruction, a diverse and culturally relevant curriculum, social and emotional support, technology, extracurricular activities, and other educational resources, taking into consideration the various cultures, identities, abilities, and experiences of our District's students.

INCLUSION

Inclusion is the belief and practice that all students should feel they belong, regardless of their abilities or background, and that they are valued and contributing members of the school community. All students are welcomed, accepted, and supported in the schools and in school-sponsored activities. Inclusion extends to parental engagement so that culturally diverse perspectives can be heard and recognized.

DELEGATION: DEVELOPMENT OF A PLAN

The Superintendent shall be responsible for developing a District-wide plan that reflects the Board's commitment to achieve equity, diversity, and inclusion in all of the District's schools. The plan shall require Board approval.

The Superintendent will engage with school administrators, staff, parents, students, and representatives of the community at large, especially those who belong to underrepresented groups, to gain the benefit of various perspectives and experiences.

The Superintendent will report to the Board periodically but at least once a year on the district's equity, diversity, and inclusion efforts, progress toward meeting the goals of the policy and plan, and whether the policy and plan have had a positive effect on increasing access to educational opportunities and reducing achievement gaps.

The plan may be revised as needed; substantive changes shall require Board approval.

COMMUNICATION OF POLICY AND PLAN

This policy and the District's *Diversity, Equity and Inclusion Plan* shall be posted on the District's website and made available through other District publications and in print upon request.

The Superintendent will be responsible for making all staff aware of the Board's policy and the District's plan and for ensuring compliance with the policy and plan.

Cross Reference: AC- Nondiscrimination, Equal Opportunity and Affirmative Action

Approved: 11/01/2023