

Mission

The mission of the Diversity, Equity, and Inclusion Department is to create and sustain a safe, caring, and inclusive environment within our school district community so that all students, families, and staff feel welcomed, valued, and supported. We are committed to ensuring all students, families, and staff have access to resources that create and sustain an inclusive, equitable, and diverse environment for all. We recognize and advocate that equity is a shared responsibility and must be supported and guided by all levels of leadership.

Vision

The Diversity, Equity and Inclusion Department will lead from a role of influence with our district core values passion, respect, integrity that fosters and embrace diversity and equitable outcomes through shared responsibility for:

- **Culture** – *creating a diverse, equitable, and collaborative culture centered upon strong partnerships within and outside the district towards shared goals.*
- **Climate** – *creating a climate of access and inclusion for all by continuously preparing, inviting, and welcoming people to an environment where all can thrive within our district.*
- **Instruction** - *actively and intentionally using instructional models and practices that incorporate content that reflects diverse ways of knowing, being and experiencing the world.*
- **Systems** - *creating system accountability in which we are continuously evaluating and assessing progress towards realization of the district's vision for equity and diversity. Also, engaging in continuous individual and institutional reflection and collaboration to build capacity and integrate what we learn into our culture and infrastructure.*

Theory of Action

If the **Diversity, Equity, and Inclusion Department** focuses on creating and sustaining a community that is inclusive, diverse, and equitable for all, then all **school based, and department leaders** will have an infrastructure needed to ensure equity and excellence (climate, culture, instruction, systems), which will help **staff and families** access curriculum, resources, and supports to provide high quality instruction and create welcoming and inclusive environments, so **students** will thrive in an equitable and inclusive learning environment.

