

Diversity Equity Inclusivity

I'm 100 per cent for every school having a DEI report and policies and procedures in place for said report. My aim is to create an equitable, diverse and inclusive learning community that honours and celebrates everyone. I'm also a diversity, equity, and inclusion advocate because I believe all of my students and members of my community should be respected, valued, and have opportunities to thrive.

My Commitment:

Cultural, Historical, Perspective, Cultural, and Spiritual: I am mindful of and honour the different cultures, backgrounds, viewpoints, and experiences of our students, staff, and families who come to our campus. I am for diversity, in all forms, and that everyone has a voice and is respected.

Equity: I make it equitable for all students in my school. I know there are systemic inequities and will work to find them and address them so that every student has equal opportunity and resources.

Inclusion: I am committed to being an inclusive community in which all students and employees are treated as part of a family, feel safe, and respected. I advocate empathy, kindness and dialogue in an inclusive culture.

How would I do that?

And so in order to actually put this promise into practice I say:

Equality in Access: Provide every student with equal access to quality education, materials and support services despite their origin or disability.

What are the details?

1. Acknowledge the Importance:

You can start by taking seriously the importance of equal access to education. That's what the school is all about, mission and values.

2. Define Equitable Access:

Fair access, I can specify. That's to say, every student, regardless of race, ethnicity, gender, class, ability or any other trait, deserves access to high-quality resources, opportunities and assistance.

3. Eliminate Barriers:

I am aiming to spot and eliminate structural barriers and work on them. These might be disparities in funding, technology, courses, clubs or other resources.

4. Individualized Support:

I would coach them one-on-one for those students who may need extra help to be successful academically, socially or emotionally. This can be to help with a student who has a disability, who is learning English, or who has any other kind of problem.

5. Fair Allocation of Resources:

What I would make sure is that what's going to be there for me, whether that's technology, textbooks, or extracurricular activities, are given equal distribution among all students, no matter their backgrounds or conditions.

6. Inclusive Policies:

If my new school does not have a DEI yet, I'd be willing to sponsor and work toward creating one that has inclusive policies and practices that are equitable and fair throughout every facet of school life — from discipline to grading to advanced classes.

7. Data-Driven Approach:

I would monitor and correct for disparities in student outcomes with the data I have. That would be the community seeing how serious I was about continuously measuring and making improvements.

8. Collaboration and Communication:

I'd say we must encourage teachers, staff, administrators and families to collaborate to make sure everyone has a hand in promoting equitable access. Here you must be transparent and transparent. Collaboration time should be scheduled in.

9. Continuous Improvement:

I also would like to point out that equity is a continuous work in progress, and I want to continue to strive to be better at serving all our students.

10. Accountability:

I will measure the progress and ask the school community to give me feedback to ensure I'm doing a good job on the equitable access promise.

11. Invite Participation:

I'd ask all of the members of the school community, from students to staff to parents, to be involved and to help us bring about more equitable access to education.

Develop An Inclusive Curriculum: If necessary, I would craft and implement a

curriculum that was reflective of different points of view and culture, in which thinking takes place and discussions of important topics are conducted with respect. I would do it by:

1. Inclusive Content:

I also pledge to design and implement a curriculum reflecting diversity of perspective, culture, identity, and experience. This is mirrored in the information and courseware of my courses and resources.

2. Diverse Authors and Voices:

My goal is to draw from many voices, writers, creators into my curricula. e.g. a folk dance ensemble with the dances of different countries (like Israel's Mayim and Russia's Troika) highlighted. This gives students a cross-section of perspectives and experiences.

3. Multicultural Education:

I want to bring multiculturalism in the curriculum. This might be by learning about cultures, histories and the world to make the world more abridged. You can do it with the help of traditional games, dances, etc. (For example Obwisana in Ghana).

4. Inclusive Pedagogy:

I advocate for methods of instruction that are fair and equitable for all students. That can be differentiated instruction, Ubd, Inquiry Based Learning, and the integration of learning styles.

5. Critical Thinking and Discussion:

What I would say is make critical thinking and conversation in the classroom encouraged. Students need to be comfortable with going deep and talking openly about hard topics.

6. Representation Matters:

Representation, I would say, is in your teaching. No student should miss being seen and learning about other people's lives.

7. Curriculum Review and Revision:

And I would like to see a lot of review and revisiting of the curriculum as to make sure it's all inclusive and still current. This should involve teachers, students, parents and community.

8. Anti-Bias Education:

I do have anti-bias education within the curriculum I teach.

9. Incorporate Local and Global Perspectives:

I would try to make my course local and global for students to have an expanded knowledge of their world and communities.

10. Student Engagement:

Students would be asked to contribute to the learning process, share their stories and experiences and build an inclusive school culture.

11. Professional Development:

I would continue to grow professionally so that I can provide a curriculum with inclusivity.

12. Collaboration with Communities:

I would partner with local communities, experts and organizations to provide praxis and diversity to the curriculum.

Our work on diversity, equity, and inclusion does not stop. Everyone at the school must get involved. And it is only through partnerships, insight and action that I believe we can have a more equitable and inclusive school system for all of us.