**Diversity Equity Inclusivity**

I am absolutely 100 % in favour of every school having a DEI document, and policies and procedures supporting said document. I am committed to fostering a diverse, equitable, and inclusive learning community that values and celebrates the uniqueness of everyone. My commitment to diversity, equity, and inclusion is rooted in my belief that every student and member of my community deserves to be respected, supported, and empowered to thrive.

**My Commitment**:

**Diversity**: I recognize and celebrate the rich tapestry of cultures, backgrounds, perspectives, and experiences that our students, staff, and families bring to our community. I am committed to promoting diversity in all its forms and ensuring that every voice is heard and valued.

**Equity**: I strive to create a level playing field for all members of my school community. I acknowledge that systemic barriers exist, and I am dedicated to identifying and addressing them to ensure that every student has equal access to opportunities and resources.

**Inclusion**: I actively work to create an inclusive environment where all students and staff feel a sense of belonging, safety, and respect. I promote empathy, kindness, and open dialogue to foster a culture of inclusivity.

**How would I do that?**

To translate my commitment into action, I pledge to:

**Provide Equitable Access**: Ensure that all students have equitable access to high-quality education, resources, and support services regardless of their background or individual needs.

**What are the details?**

1. Acknowledge the Importance:

Begin by acknowledging the significance of providing equitable access to education. Emphasize that this commitment is at the core of my school's mission and values.

2. Define Equitable Access:

I can clearly define what I mean by equitable access. It means every student, regardless of race, ethnicity, gender, socioeconomic status, ability, or any other characteristic, should have the same access to high-quality educational resources, opportunities, and support.

3. Eliminate Barriers:

My commitment is to identify and remove systemic barriers and try to address them. This can include disparities in funding, access to technology, course offerings, extracurricular activities, or other resources.

4. Individualized Support:

I would provide individualized support for students who may require additional assistance to thrive academically, socially, or emotionally. This can include support for students with disabilities, English language learners, or those facing other challenges.

5. Fair Allocation of Resources:

I would ensure that those resources available to me, such as technology, textbooks, and extracurricular programs, are allocated fairly to all students, regardless of their background or needs.

6. Inclusive Policies:

If my new school doesn’t yet have a DEI, I would be happy to support and assist in the development of one that has inclusive policies and practices that promote fairness and equity in all aspects of school life, including discipline, grading, and access to advanced coursework.

7. Data-Driven Approach:

I would use the data available to me to enable me to monitor and address disparities in student outcomes. This demonstrates to the community my commitment to continually assess and improve my performance..

8. Collaboration and Communication:

I would stress the importance of collaboration among teachers, staff, administrators, and families to ensure that all stakeholders work together to support equitable access. Communication and transparency are key in this process. Time for collaboration should be written into the schedule.

9. Continuous Improvement:

I would emphasize that providing equitable access is an ongoing commitment, and I am dedicated to continuously improving my practices to better meet the needs of all students.

10. Accountability:

I will hold myself accountable for the equitable access commitment by regularly assessing progress and seeking feedback from the school community.

11. Invite Participation:

I would encourage all members of the school community, including students, staff, and families, to actively participate in and contribute to the effort to provide equitable access to education.

**Cultivate Inclusive Curriculum**: If necessary, I would develop and implement a curriculum that reflects diverse perspectives and cultures, promotes critical thinking, and encourages respectful dialogue about important issues. I would do it by:

1. Inclusive Content:

I have a commitment to developing and delivering a curriculum that reflects a wide range of perspectives, cultures, identities, and experiences. This is reflected in the content of my courses, materials, and resources.

2. Diverse Authors and Voices:

My intention is to include diverse voices, authors, and creators in my curriculum materials. Such as a traditional dance unit where several country’s dances (for example, [Mayim](https://www.google.com.hk/search?q=mayim+dance&sca_esv=599271502&biw=1152&bih=535&tbm=vid&sxsrf=ACQVn0_hIuc0Km5-Iz3tvDttbO1IRYgEbQ%3A1705534092608&ei=jGKoZd_aJNLJkPIP4LW3wAQ&ved=0ahUKEwjf0PfNyeWDAxXSJEQIHeDaDUgQ4dUDCA0&uact=5&oq=mayim+dance&gs_lp=Eg1nd3Mtd2l6LXZpZGVvIgttYXlpbSBkYW5jZTIFEAAYgAQyBRAAGIAEMgUQABiABDIFEAAYgAQyBhAAGBYYHjIGEAAYFhgeMgYQABgWGB4yBhAAGBYYHjIGEAAYFhgeMgYQABgWGB5I5yNQmAVYiRFwAHgAkAEAmAHCBaAB1hKqAQkyLTQuMi42LTG4AQPIAQD4AQHCAgQQIxgnwgIIEAAYgAQYsQPCAgoQABiABBgUGIcCwgIKEAAYgAQYigUYQ8ICDRAAGIAEGIoFGEMYsQPCAggQABgWGB4YCsICCBAAGBYYHhgPiAYB&sclient=gws-wiz-video#fpstate=ive&vld=cid:c79c3762,vid:IL7aAiqw8Us,st:0) from Israel, and [Troika](https://www.youtube.com/watch?v=NGyRnnR68OM), from Russia) are highlighted. This ensures that students are exposed to a variety of viewpoints and experiences.

3. Multicultural Education:

I’m dedicated to integrating multicultural education into the curriculum. This can involve the study of different cultures, histories, and global issues to promote a broader understanding of the world. You can use traditional games, dances, and other activities to promote this (such as [Obwisana](https://www.youtube.com/watch?v=jlyjudyjz7Y) from Ghana).

4. Inclusive Pedagogy:

I promote teaching strategies that are inclusive and accessible to all students. This can include differentiated instruction, Ubd principles, Inquiry Based Learning, and the incorporation of various learning styles.

5. Critical Thinking and Discussion:

I would emphasize the importance of encouraging critical thinking and open discussion in the classroom. Students should feel comfortable exploring complex topics and engaging in respectful dialogue about sensitive issues.

6. Representation Matters:

I would stress that representation matters in your curriculum. All students should see themselves reflected in the curriculum and should have the opportunity to learn about the experiences of others.

7. Curriculum Review and Revision:

I would want to see regular reviews and revises to the curriculum to ensure that it remains inclusive and relevant. This process should involve input from educators, students, families, and community members.

8. Anti-Bias Education:

I have a commitment to providing anti-bias education within the curriculum. This includes addressing issues of discrimination, bias, and social justice in age-appropriate ways.

9. Incorporate Local and Global Perspectives:

I would ensure my curriculum includes both local and global perspectives to help students develop a broader understanding of their own communities and the world at large.

10. Student Engagement:

Students would be encouraged to actively engage with the curriculum, share their own experiences and perspectives, and contribute to a more inclusive learning environment.

11. Professional Development:

I would be looking for professional development so I can enhance my ability to create and deliver inclusive curriculum.

12. Collaboration with Communities:

I would collaborate with local communities, experts, and organizations to enrich the curriculum with real-world experiences and diverse perspectives.

I recognize that our journey toward diversity, equity, and inclusion is ongoing. The entire school community has to join together, as I believe that it is only through collaboration, understanding, and collective action that we can truly create a more equitable and inclusive educational environment for all.