

## **FAQs about Diversity & Inclusion**

### **What is Diversity, Equity, and Inclusion or DEI?**

- **Diversity** includes all areas of marginalized identity: racial, gender, religious, sexual orientation, etc.
- **Equity** seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.
- **Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people.

### **What are the responsibilities of the Director of Diversity and Inclusion?**

- Be a trusted advisor to leaders.
- Provide strategic leadership in the area of diversity, equity, and inclusion.
- Work in collaboration with the Principal, Heads of Department, and faculty to assess and support the development of an inclusive and multicultural curriculum, both in content and delivery.
- Work with Admissions to help recruit, welcome, and retain a diverse student body.
- Participate in the recruitment and retention of a diverse faculty and staff.
- Develop a range of professional development experiences in diversity, equity, and inclusion to meet the learning needs of faculty and staff.
- Provide ongoing, regular programming for students, families, faculty, and staff in the area of diversity, identity, equity, and inclusion.
- Create, support, and liaise with the various diversity and inclusion-related groups as the representative of the DLS community.

### **What are the DEI goals of DLS?**

- Become more diverse esthetically in its students, faculty, and staff, but also it's thinking school culture and best practices.
- Create a more inclusive community. Ensure that everyone has a voice and feels a part of the DLS community.
- Assists with student equity, ensuring that the needs of all students within the school are met.
- Become more conscious, culturally sensitive, and embracing of DEI, and align more with the mission of the school and The Five Core Principles of Lasallian School.

### **What DEI Programs are available at DLS?**

- DBG Partnership,
- Blackfeet School exchange program
- Detroit Merit Academy (scholarship program).
- International Students
- Student Affinity Groups
- Cultural/ Diversity Holiday celebrations
- Diversity Recruitment Committee