

# **Diversity Equity and Inclusion**

**Darien Board of Education  
September 14, 2021**

# Overview

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1. Purpose of DEI
2. The Work So Far
3. Building a DEI Team
4. Experiences to Explore Equity



## Vision

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Preparing all students today to thrive in a changing world tomorrow.

## Mission

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inspiring a love of learning in all students so they develop as critical thinkers and innovative creators who contribute to the world with integrity and purpose beyond themselves.

## Core Values

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**Equity:** Advocating for and advancing opportunities and outcomes for all.

**Diversity & Inclusion:** Creating a community that welcomes and embraces the full range of human differences.

# Purpose of DEI

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- Support District Mission, Vision, and Core Values
- Operationalize District Strategic Plan Goal Area 2
- Identify and Understand Root Causes of Inequities That May Exist Within and Across Communities
- Support the Social and Emotional Needs of All Learners
- Develop a Plan and Process to Address Inequities

# The Work So Far

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- RESC Workshops
- Ken Shelton - Keynote
- Book Clubs/Studies
- CDSP
- Teaching and Learning
  - Creating a positive learning environment
  - Setting high expectations for all learners
  - Developing curricula that are inclusive
  - Support staff in professional learning

# Building a DEI Team

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Equity Statement



Equity Audit



Equity Networks

# Sample Equity Statements

A commitment to building positive, purposeful relationships with every student and every family so that barriers to learning at high levels are removed. Diversity among Ritenour families and staff is valued, sought, and embraced. Student backgrounds (racial, ethnic, religious, gender, class, traumatic experiences) do not limit teacher expectations on student outcomes. Resources are allocated so that every student gets what they need.



At the Ford Foundation, diversity, equity, and inclusion are at the core of who we are. Our commitment to these values is unwavering – across all of our work around the world. They are central to our mission and to our impact. We know that having varied perspectives helps generate better ideas to solve the complex problems of a changing—and increasingly diverse



Our accelerated approach to diversity and inclusion Google's mission is to organize the world's information and make it universally accessible and useful. When we say we want to build for everyone, we mean everyone. To do that well, we need a workforce that's more representative of the users we serve. That's why we've embraced a refreshed and accelerated approach to diversity and inclusion.



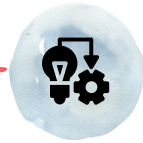
# Audit Categories

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## Climate

Discipline, Student &  
Staff Attendance,  
Survey Participation



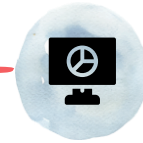
## Program

AP, Honors, Gifted,  
NHS, Clubs,  
Athletics



## Achievement

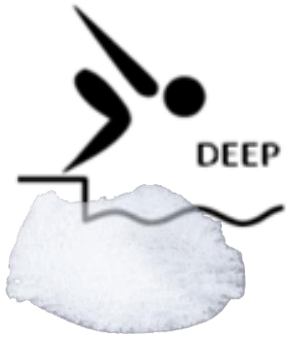
SBAC, SAT, AP,  
Grades, GPA,  
Reading Level,  
Graduation Rate



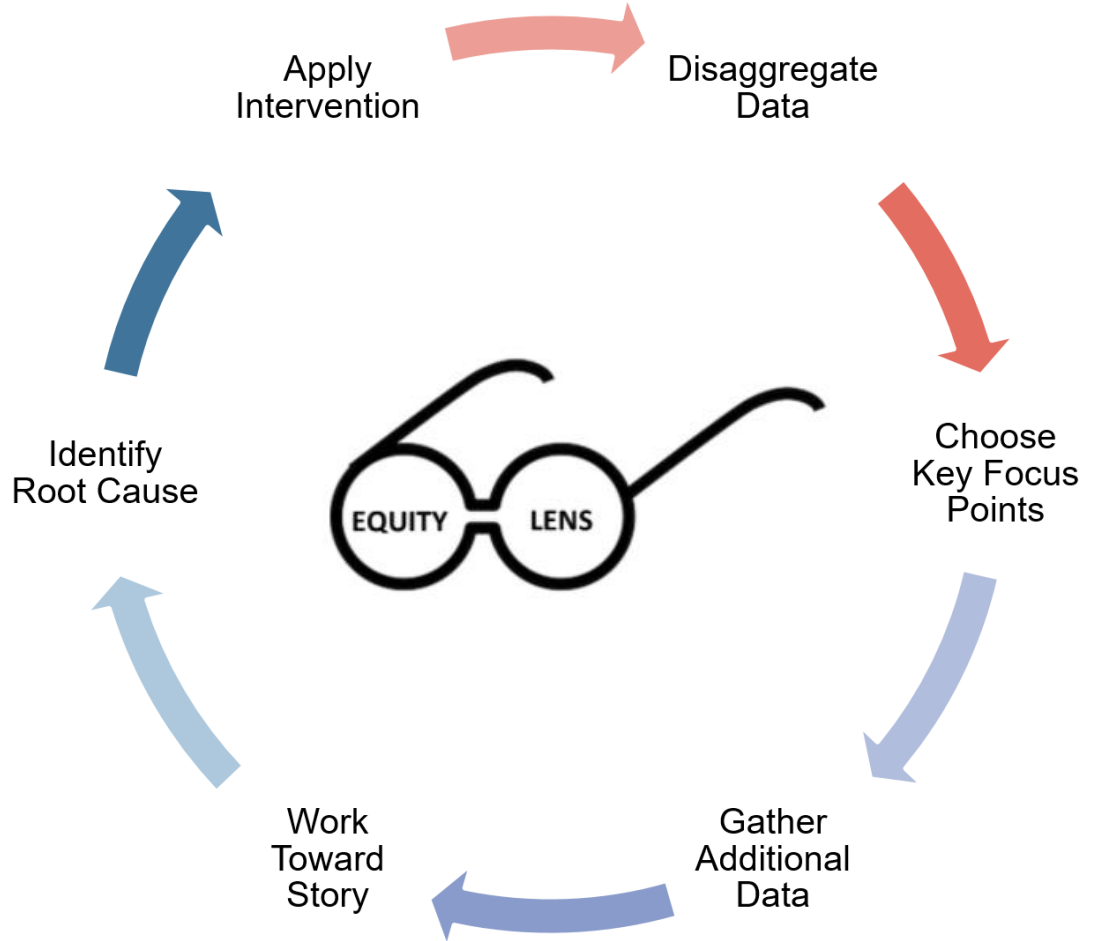
## Professional Capacity

Minority  
Representation,  
Years of Experience,  
Retention

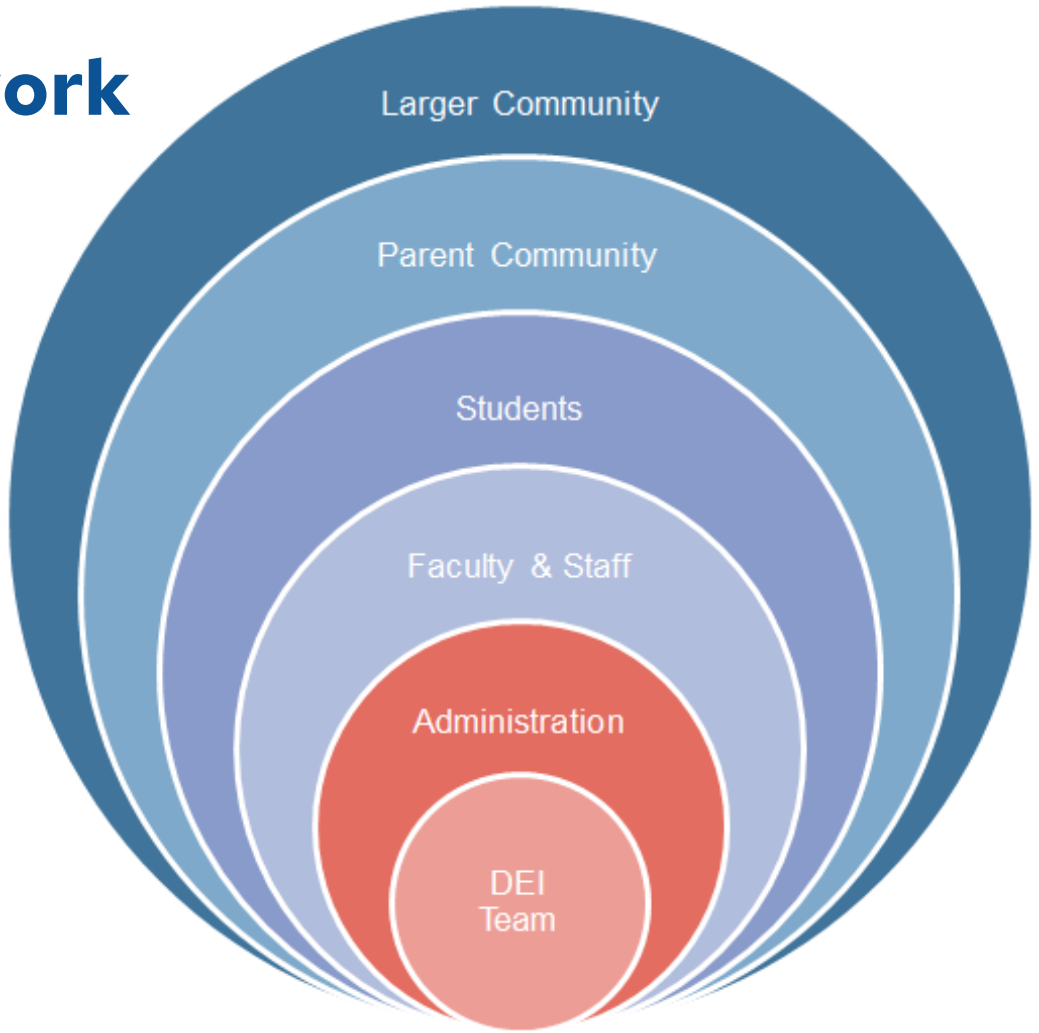




## DEEP DIVE EQUITY AUDIT



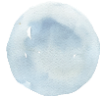
# Community Network



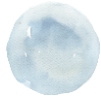
# Getting to Story

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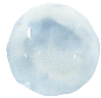
## ***Shared Experiences to Explore Equity***



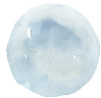
Share common experiences ranging from art, music, dance, current events and history.



Personally reflect on experiences related to shared experiences.



Engage in conversations about challenging topics.



Expand vocabulary by bringing experiences to a network outside of the committee.



**QUESTIONS**  
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**DISCUSSION**

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