



Parkland School District

1210 Springhouse Road · Allentown, PA · 18104
(610) 351-5503 · Fax (610) 351-5509

Statement on Equity, Inclusion, and Belonging

This statement is designed to educate and clarify the District's view on Equity, Diversity, Inclusion, and Belonging.

Equity to us means that all people – regardless of race, ethnicity, age, gender, sexual orientation, religion, health and ability status, historical traditions, interests, perspectives, or socioeconomic background – have equal value and opportunity to participate in all dimensions of school life in order to reach their full potential. True academic discourse requires that we not only make efforts to understand our diverse community with a broad range of backgrounds among students, staff, and the greater community, but also create a culture in which we can learn from each member's unique experiences and differences.

Parkland is committed to building a culture that respects and embraces diversity, inclusion, and equity, believing that these values are vital for advancing knowledge, sparking innovation and cultivating bonds and bridges that enable all to grow and learn from one another.

Parkland's Equity and Inclusion Plan's foundation is to ensure that **ALL Parkland students, staff and families feel like they are included and a part of our District and community**. Examples of Parkland's specific plan include:

- Work with new students to make them feel welcome when they move into our community.
- Educate staff on trauma informed practices and support the social and emotional needs of students as well as their academic needs.
- When teaching and learning, consider multiple perspectives. Different viewpoints help students develop critical thinking, problem solving, tolerance, flexibility and empathy.
- Bring Parkland staff, students and community together around doing what is best for ALL students to be successful in academics and life experiences.

Productive dialogue to understand our multiple perspectives is precisely what we value. Our number one responsibility is to educate children. Part of that education is to model how to have discussions and review multiple sides while listening and working to understand them. The Parkland School District has a mechanism to discuss tough topics and work toward continuous improvement. We encourage involvement by our students, staff, and community Equity and Inclusion Committees. Our goal is to have **every single student, staff, and family feel like they belong and feel welcome, seen and heard**. We encourage respectful collaboration so that our students will be able to navigate their shared future together in a manner that appreciates all contributions and hardships from both the past and the present.



Parkland School District

1210 Springhouse Road · Allentown, PA · 18104
(610) 351-5503 · Fax (610) 351-5509

A note about Critical Race Theory (CRT): Critical Race Theory is not a component of the Parkland School District curriculum. At Parkland School District we have--and always will--celebrate diversity. While doing so, we will focus on our state's curriculum standards.

For further information, see this [one page document](#), from Pennsylvania Department of Education, to provide clarity around the purpose, intention and need for equity, inclusion, and belonging in educational spaces.