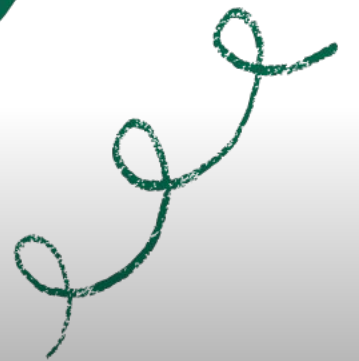




WORDS MATTER

A MS DEIB EXPLORATION





AFFIRMATION OF COMMUNITY



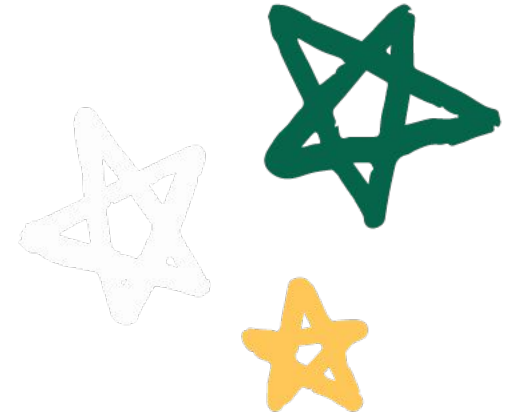
Charlotte Country Day School is committed to living as an authentic, inclusive community. Our pursuit of this commitment to community recognizes and affirms the richness brought by difference and discovered through commonality.

- Building and sustaining a **community diverse** in membership.
- **Acceptance and respect for differences** in age, gender, race, ethnicity, religion, culture, sexual orientation, ability, physical attributes, and socioeconomic circumstances.
- Curriculum which equips students **to think critically, to act respectfully, and to show sensitivity** to the needs and feelings of others.
- Curriculum which **educates for the future** and which prepares students for participation in local and global communities.
- Faculty and staff who **know and affirm each individual child**, who actively seek to understand and appreciate perspectives different from their own, and who model for their students the valuing of diversity.
- **Accountability for behaviors** which convey disrespect; courage and trust to acknowledge and grow from missteps and misunderstandings in our personal interactions within our diverse community.
- **Inclusive school events** which seek to create shared experiences, fellowship, and understanding.
- School culture and climate which allow each member to feel **valued and affirmed**, and thereby promote belonging and foster community ownership.
- Awareness that living in community and embracing diversity are an **active process**, a continual journey which engages us in personal and institutional self-assessment, reflections, and openness to growth and change.





IMPORTANT TERMS TO KNOW



affirm - state as a fact strongly and publicly

authentic - true to your own personality, values, and spirit

commonality - sharing similar features or attributes

inclusive - not leaving anything or anyone out

richness - having a lot of something that is valuable or interesting





WHAT IS "HATE SPEECH"?

when your words
violate the spirit of the
CCDS Affirmation of
Community

when the intent of the
words used is to inflict
mental, physical, or
emotional harm

NOT just online

can be said **DIRECTLY**
to the person

can be said
INDIRECTLY...like
when talking about
the person to others

can be done online,
in-person, or via
group chat text
messages





IMPORTANT TERMS TO KNOW



impact

the force or effect that one's words or actions has on another

oppression
person or a group of people who have power use it unfairly or cruelly

intent

what you planned to do or accomplish

threatening
intent/goal of one's words or actions is to inflict harm

marginalized

a group, person, or concept that is treated as less than significant

xenophobia
dislike or prejudice against people from different countries/culture





TEEN VOICES



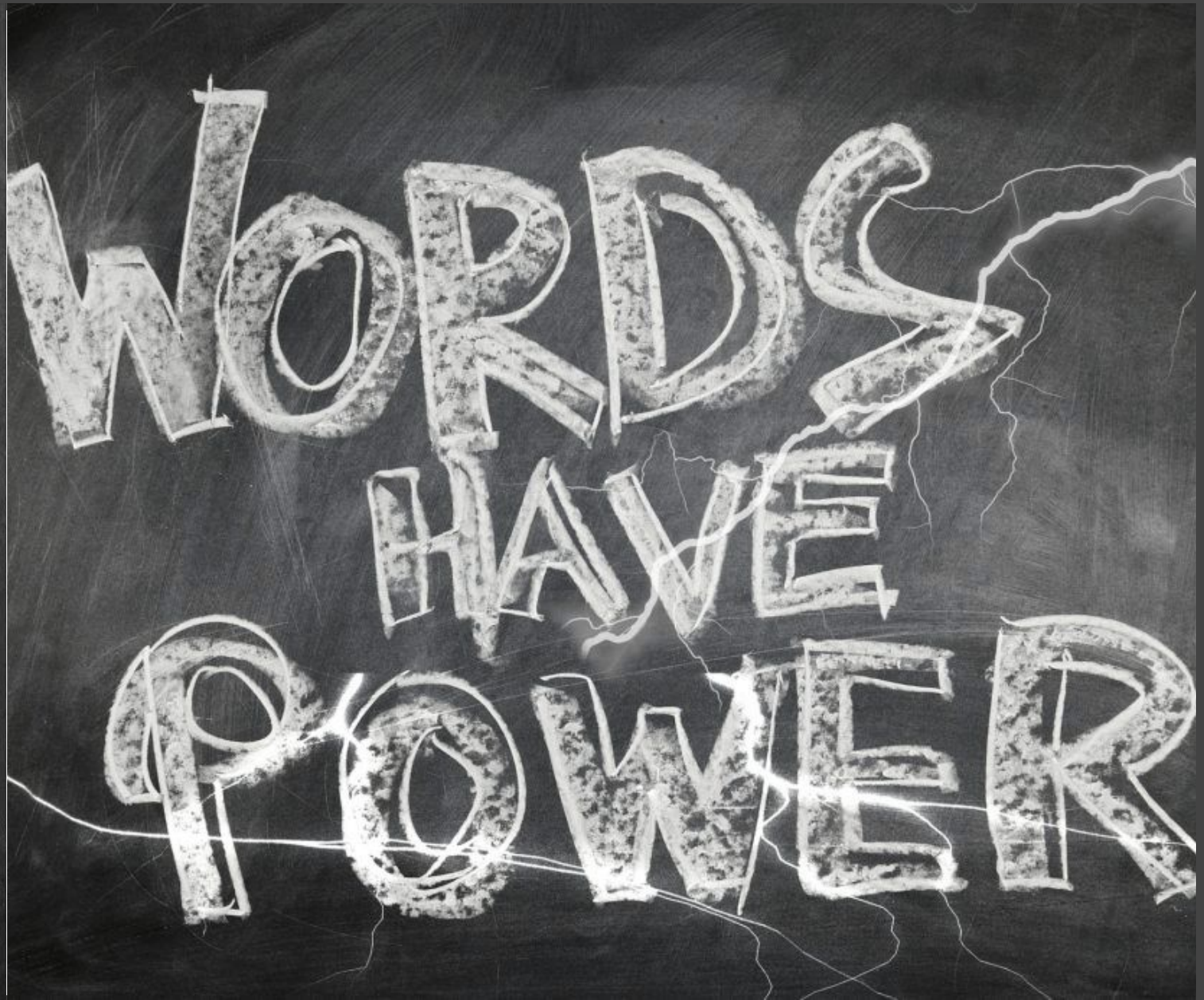
Hate speech is NOT just online.

Many of us experience or witness hate speech daily here at CCDS middle school.

"Just joking" does not excuse hate speech.

We can never undo the hurt that words can have, but we can learn from our experiences to make better choices in the future.

Become upstanders for a stronger, more inclusive community.



Intent versus Impact

intent

what you thought
you were doing or
saying

impact

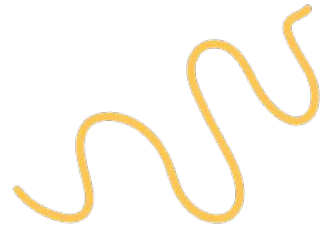
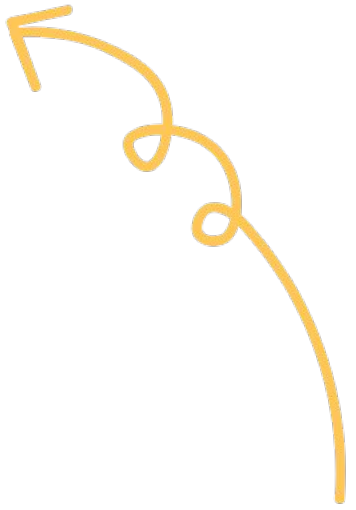
how that action or
those words were
perceived by
someone else

Intent vs. Impact



What you think you said
may not be what they heard.

INTENTION VS IMPACT



You are **FREE**
TO **CHOOSE**.

You are **not**
FREE from the
consequences
of your
CHOICE.

Remember, your words have
POWER.

With that power, comes the
RESPONSIBILITY to own your
words – *both good and bad* – and
the **IMPACT** they have on your
friends, peers, teachers, family,
and others here in the
Charlotte Country Day School
Community.

