

DEI INITIATIVES ARE:

- Tools to help students and staff learn about different backgrounds and perspectives, as well as help develop empathy for others
- Resources for staff, students, and families
- Keys to creating an environment where every individual is welcomed, respected, supported, and valued
- Tools to provide students with what they need to be successful and encourage full participation by all individuals and groups
- Used to increase engagement and support the academic success of students K-12 and beyond
- Common at nearly every college and university, as well as most Fortune 500 companies
- Problem-solving tools

DEI INITIATIVES ARE NOT:

- Taught as a replacement for any subject
- Reducing opportunities for any of our students
- Changing expectations for high academic achievement
- Replacing systems of accountability for students' actions
- Pitting groups or individuals against one another
- Denigrating or shaming any student