WICSD Coalition for Equity, Diversity and Inclusion

Working Agreements 2020-2021

Diversity, equity, and inclusion are integral to a thriving community of learners. West Irondequoit CSD is deeply committed to empowering students to celebrate diversity, equity, and inclusion as they embark on achieving their Peak Performance.

The purpose of this Coalition will be to review research and practices in order to formulate suggestions so that all West Irondequoit schools are welcoming, affirming, and validate all students' cultural backgrounds and individual identities.

In order to engage fully in this work, members of the Coalition have agreed to these norms of participation, so that we can work together effectively.

As a member of this Coalition, I will…

- value and carefully consider diverse voices and ideas.
- seek first to understand, then to be understood.
- engage as an active learner and listener.
- speak my truth and will invite the collaboration, honesty, and partnership of my team to add to my perspective.
- engage in respectful discourse, even when I may feel frustrated or angry.
- "pass" or move away from a conversation as needed.
- share the opportunity to speak with my fellow members.
- address conflict directly, productively, and with compassion.
- seek opportunities to show gratitude and celebrate with colleagues.
- commit to growing personally and addressing my own needs in leading this work.
- own and confront when I feel uncomfortable. I will sit in that discomfort because I know I can learn and grow to improve the conditions for our students.
- stay engaged in the moment.
- honor confidentiality.