

Salt Lake City School District

Dignity Initiative

Salt Lake City School District supports [The Dignity Index: Ease Division. Prevent Violence. Solve Problems.](#) We are committed to creating learning and work environments where everyone is treated with dignity. The Salt Lake City School District SEL/MTSS Framework aligns with the Dignity Index, making the integration and adaptation of The Dignity Index for our K-12 educational setting feasible. **Dignity Initiative** is Salt Lake City School District's version of The Dignity Index. It is designed with students' brain development in mind and uses a trauma-informed approach.



← CONTEMPT



DIGNITY →



Hate
Disrespect
Worthless

Kindness
Respect
Worthy

The Dignity Index and the SLCSD Dignity Initiative Compared	
The Dignity Index	SLCSD Dignity Initiative
8 "Each one of us is born with inherent worth, so we treat everyone with dignity—no matter what."	8 Dignity: "I treat everyone with dignity. Everyone is born with inherent value. I listen, engage, and include others. We can disagree with dignity."
7 "We fully engage with the other side, discussing even values and interests we don't share, open to admitting mistakes or changing our minds."	7 Connectedness: "I fully engage with others, I'm open to admitting mistakes I've made, and repair the harm I have caused."
6 "We always talk to the other side, searching for the values and interests we share."	6 Curious: "I make an effort to talk to others, even if I don't agree with them on everything, I focus on our shared interests and values."
5 "The other side has a right to be here and a right to be heard. It's their country too."	5 Respect: "I recognize that others have a right to be here; even though it's difficult, it's their school too."
4 "We're better than those people. They're different. They don't really belong. They're not one of us. We shouldn't trust them."	4 Dismissive: "I'm better than them. They're different and annoying. They're not one of us. We shouldn't trust them."
3 "We're the good people and they're the bad people. We're responsible for all the good things and they're responsible for all the bad things. It's us vs. them. We win only if they lose."	3 Disdain: "I'm doing as good as I can, while some others are bad. They're responsible for so many problems here."
2 "Those people are evil and a danger to everything we value. They're going to ruin us if we let them. It's us or them."	2 Disgust: "Some people here really disgust me. Things would be better if they weren't here."
1 "It's our moral duty to destroy them. They're not even human. They're the source of all evil. They're destroying everything we value. They don't deserve to live. We have to kill them now before they kill us."	1 Contempt: "I hate some people in this school. They are terrible and destroying it here. They need to go. We need to get them before they get us."

Adapted from [The Dignity Index](#)

Dignity Initiative Implementation

Term 1: Aug.-Oct.	Term 2: Oct.-Jan.	Term 3: Jan.-Mar.	Term 4: Mar.-May
Introduce/review the Dignity Index to students, families, and faculty	Implement Dignity activity 1 or ADL No Place for Hate activity 1	Implement Dignity activity 2 or ADL No Place for Hate activity 2	Implement Dignity activity 3 or ADL No Place for Hate activity 3
Introduce/review school prosocial behavior expectations (PBIS) to students, families, and faculty	Ensure The Dignity Index, PBIS, and SEL Signature Practices are implemented with fidelity by all school employees.	Review Dignity Index	Ensure The Dignity Index, PBIS, and SEL Signature Practices are implemented with fidelity by all school employees.
Introduce/review SEL Signature Practices to faculty • Welcoming Routines • Engaging Practices • Optimistic Closure	Teach SEL Competencies at least 40 minutes per week. Links to SEL resources are below: SEL District-adopted SEL resources: • Inner Explorer • Move This World	Reteach prosocial behavior expectations (PBIS) Links to SEL resources are below: SEL District-adopted SEL resources: • Inner Explorer • Move This World	Teach SEL Competencies at least 40 minutes per week. Links to SEL resources are below: SEL District-adopted SEL resources: • Inner Explorer • Move This World
Ensure The Dignity Index, PBIS, and SEL Signature Practices are implemented with fidelity by all school employees	Teach/reteach Restorative Practices: • Using the Peace Path • Using “I” statements and sentence stems to resolve conflict	Ensure The Dignity Index, PBIS, and SEL Signature Practices are implemented with fidelity by all school employees.	
Select three Dignity activities for the year. Links to the Dignity Index and resources are below: The Dignity Index Anti-Defamation League (ADL) Education Dignity Initiative Resources Professional Learning Resources (Anti-bias, welcoming and inclusive schools, dignity, and more)		Teach SEL Competencies at least 40 minutes per week. Links to SEL resources are below: SEL District-adopted SEL resources: • Inner Explorer • Move This World	
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Recommended SEL and Culture Topics

Dignity and SEL Calendar		
August SEL focus: Communication Culture focus: Refugees	September SEL focus: Responsible decision-making Culture focus: Latinx	October SEL focus: Respect for others /Bullying Culture focus: (Dis)ability
November SEL focus: Conflict resolution Culture focus: American Indian	December SEL focus: Stress management Culture focus: Human rights	January SEL focus: Social awareness/No name calling Culture focus: Religious
February SEL focus: Self-discipline/goal-setting Culture focus: Black/African Am	March SEL focus: Self-awareness /mindfulness Culture focus: Gender/women	April SEL focus: Relationship skills Culture focus: Arab/Arab Am
May SEL focus: Responsible decision-making Culture focus: AAPI	June SEL focus: Community connections Culture focus: LGBTQ+	July