



# MARIETTA CITY SCHOOLS COMMITMENTS

## DIVERSITY, EQUITY & INCLUSION

Marietta City Schools is committed to providing safe, welcoming, and affirming spaces for all students, staff, families, and community members, regardless of race, ethnicity, gender, religion, sexual identity or orientation, ability or disability, country of origin, or any other identity category or characteristics.

### TOWARD THAT END, WE PLEDGE TO:

- Commit to the district strategic plan, which, since 2017, has been aligned to improving student outcomes relative to race, program, and poverty.
- Acknowledge that the Superintendent is expected to establish and lead the district's vision for diversity, equity, and inclusion; further, that each principal is responsible for leading this same work at their respective school.
- Host regular Superintendent and Board of Education community forums to improve frequency and transparency of two-way communication.
- Create a director-level position charged with supporting the district's vision on diversity, equity, and inclusion, to work with students, staff, and all schools.
- Recruit and retain educators and administrators to achieve, to the greatest degree possible, a diversity of race, experience, and background that aligns with the diversity of our students.
- Engage community advisory groups dedicated to improving outcomes for students and families (African American Advisory Council, Latinx Advisory Council, and Parent Advisory Council for Students with Disabilities).
- Examine curricula and academic programs to create opportunities for broadening context, including more diverse voices, providing greater access, and checking for bias.
- Review the student discipline code of conduct to address racial bias and disproportionality against students of color.
- Provide cultural fluency training and support for staff in all K-12 schools.
- Support the social-emotional needs of students and staff, with a particular emphasis towards compassion, resiliency, and honoring the individual differences of each person.
- Collaborate with the Marietta Police Department to redefine the role of School Resource Officers (SRO), particularly in grades 6-12, to create and empower additional opportunities for the SRO to serve as a teacher and informal counselor for students
- Establish resources on the MCS website to support students, staff, and families in having critical conversations relative to diversity, equity, and inclusiveness.