

WHAT DIVERSITY, EQUITY, AND INCLUSION (DEI) IS & ISN'T

What DEI IS:

- Recognizing and valuing the diverse backgrounds, identities, and experiences of students, staff, and families
 - (SBLSD Ex: Community Cultural Celebration event, schools recognizing cultural heritage months, observing Veterans Day, etc.)
- Ensuring fair treatment, access, and opportunities by addressing barriers to student success
 - (SBLSD Ex: Individualized Education Plans for students with learning disabilities, , Restorative Conversations, Accountability Circles, etc.)
- Creating an inclusive learning environment where every student feels safe, valued, and supported
 - (SBLSD Ex: Positive Behavioral Interventions and Supports in schools, CharacterStrong, Kelso's Choice, Purposeful People, etc.)
- An ongoing commitment to examining policies, practices, and curriculum to ensure equity in education
 - (SBLSD Ex: District Curriculum Committees, Harassment Intimidation and Bullying process and procedure, Restorative Practices, , etc.)
- About providing the necessary resources and support so all students can reach their full potential
 - (SBLSD Ex: One-to-one devices, Mentor Programs, Right At School, tutoring, student clubs, Behavioral Support Plans, Safety Plans, etc.)

What DEI **ISN'T**:

- ✗ Lowering academic standards or reducing expectations for students.
- ✗ Excluding any group—equity ensures all students have what they need to succeed.
- ✗ A one-time training or initiative—it requires continuous reflection and action.
- ✗ About blame, guilt, or shame—it's about learning, growth, and opportunity.