

Diversity, Equity and Inclusion Standards, Skills & Competencies

UPPER SCHOOL (9-12)

IDENTITY

- Students will have the language and knowledge to **accurately and respectfully describe** how people, including themselves, are both similar to and different from each other and others in their identity groups, building confidence in one's own sense of identity.
- Students will recognize traits of the **dominant culture**, their home culture, and other cultures. Students will be able to explore how one negotiates their identity in multiple spaces.
- Students will develop the skills and practice of **self-reflection and awareness** to challenge perceptions, perspectives, identity and bias as an ever-evolving being.

DIVERSITY

- Students will **respectfully express curiosity** about history, culture, and lived experiences of others and will **exchange ideas and beliefs** in an open-minded way.
- Students will be able to recognize **different perspectives** of a **shared experience**.
- Students will challenge their thinking **beyond the binary** of good/bad, right/wrong, and be able to understand complexity and the larger context.

JUSTICE

- Students will recognize how positions of **power and privilege (self and others)** influence relationships on interpersonal, intergroup and institutional levels.
- Students will **recognize inequity** on an individual level and **injustice** at an institutional or systemic level (e.g., oppression, isms).

ACTION, LEADERSHIP + RESPONSIBILITY

- Students will learn how to **work through the discomfort** of having conversations about one's own identity within heterogeneous groups, including asking questions, acknowledging ignorance, and experiencing conflict.
- Students will speak up with **courage and respect** when they or someone else has been hurt or wronged by bias.
- Students will join with diverse people to plan and **carry out collective action** against exclusion, prejudice and discrimination, and will **be thoughtful and creative in their actions** in order to achieve our goals.

Modified from Teaching Tolerance Standards and Domains