# Diversity, Equity and Inclusion Standards, Skills & Competencies

## LOWER SCHOOL (PK-5)

### IDENTITY

- Students will develop a **positive identity** based on their family and group membership in society, building confidence as a learner.
- Students will recognize that peoples' multiple identities interact and **create unique** and complex individuals that are ever-evolving.
- Students will develop language and knowledge to **accurately and respectfully** describe how people (including themselves) are both similar to and different from each other.

### DIVERSITY

- Students will develop language and historical and cultural knowledge that **affirms** and accurately describes their membership in multiple identity groups.
- Students will express **curiosity** about and have **comfort** with people who are both similar to and different from them.
- Students will **understand** that the way groups are treated today and have been treated in the past is part of what makes them who they are.

### JUSTICE

- Students will develop and utilize a **shared language and vocabulary** for issues related to diversity, social justice and equity.
- Students will recognize that the **words, behaviors, rules and laws** that treat people **unfairly** based on their group identities cause real harm.
- Students will care about those who are, and have been, treated **unfairly**.

### ACTION

- Students will **express/demonstrate empathy when** people are excluded or mistreated because of their identities, including when they themselves experience bias.
- Students will develop the **skills needed to stand up and speak out** with courage and respect when someone has been hurt or wronged because of bias.
- Students will identify multiple ways to **interact respectfully** when disagreeing with others.

**Modified from Teaching Tolerance Standards and Domains**

THE BRYN MAWR SCHOOL