

Diversity, Equity and Inclusion Standards, Skills & Competencies

MIDDLE SCHOOL (6-8)

IDENTITY

- Students will recognize that people's **multiple identities** create unique and complex individuals in a way that challenges the **in-group/out-group** mentality.
- Students will build confidence and develop positive social identities based on their membership in multiple groups in school and in society.
- Students will respond to diversity by building empathy, respect, understanding and connection, regardless of our differences.
- Students will increase curiosity about other people's histories and lived experiences; will be able to ask questions respectfully and listen carefully and non-judgmentally.

DIVERSITY

- Students will examine diversity in **social, cultural, political and historical contexts** in ways that are not superficial or oversimplified.
- Students will express comfort with people who are both similar to and different from them and engage respectfully with all people.
- Students will work to understand the dynamics of majority/dominant and minority, that comfort is relative to one's position.

JUSTICE

- Students will recognize and understand that all people (including themselves) have certain advantages and disadvantages in society based on who they are and where they were born.
- Students will recognize unfairness on the individual level and injustice at the institutional or systemic level.
- Students will analyze the harmful impact of bias and injustice on the world, historically and today.

ACTION, LEADERSHIP + RESPONSIBILITY

- Students will understand the value of **leaning into discomfort** and use it as a tool for personal and academic growth. They will learn their zones (comfort, risk, danger) and respect others'.
- Students will develop the confidence in their ability and the power to **make a difference** by recognizing their responsibility to stand up for themselves and others when faced with exclusion, prejudice and injustice.
- Students will recognize and describe unfairness and injustice in many forms including attitudes, speech, behaviors, practices and laws.

Modified from Teaching Tolerance Standards and Domains