

POLICY

#74

DIVERSITY, EQUITY, AND INCLUSION

The Board of Education encourages and supports an ecosystem of success that is built upon a foundation of diversity, equity, inclusion, access, opportunity, innovation, confidence, trust, respect, caring, and relationship building. All students and staff must feel that they are welcome, they belong and they are supported in school. Therefore, Delaware Academy will:

1. Establish a District-wide Diversity, Equity and Inclusion Focus Group which will include representatives of District stakeholders, including students. The Focus Group will be charged with reviewing the District's diversity, equity and inclusion practices through a review of district policies and procedures to ensure that such practices do not harbor bias that could result in the marginalization of a particular group; and report findings and recommendations to the District.
2. Work to recruit and train a diverse workforce in all areas and at all levels within the District, so that District students are well prepared for an increasingly global society;
3. Offer programs and practices designed to enhance all students' self-identity, self-confidence and self-esteem by supporting non-discriminatory policies, practices, and procedures, focusing on the wellbeing of the whole child with consideration for the full range of student developmental pathways;
4. Offer enriching learning opportunities by providing creative steps to enhance awareness of socioeconomic and racial diversity, examining the use of language that may prevent some students from accessing and fully participating in District programs and create awareness aimed to reduce language which perpetuates negative stereotypes, while ensuring programs and classes are accessible to all individuals equitably;
5. Work with staff to support inclusive and culturally responsive teaching and learning in all content areas, professional development, student support systems, and all other opportunities for students. The following should be considered as part of this process:
 - a. Ensure alignment of district practices and procedures that embed the ideals of diversity, equity and inclusion through student centered learning environments which affirm all student identities;
 - b. Supporting coherent opportunities for students to actively participate in experiences that prepare them for a lifetime of civic engagement and contributions to social justice.

Adopted: 1/24/2022