

Book	Elmira City School District Policy Manual
Section	3000 Community Relations
Title	Diversity, Equity and Inclusion
Code	3430
Status	Active
Adopted	March 22, 2023

SUBJECT: DIVERSITY, EQUITY AND INCLUSION

Overview

The district is committed to implementing Diversity, Equity and Inclusion (DEI) policies and practices, whereby all stakeholders will share in the resulting academic, cognitive, civic, social-emotional, and economic benefits. Our goal is to provide every member of our district community with a sense of belonging and with opportunities to express their talents.

Definitions

For the purposes of this policy:

- a) "Diversity" incorporates but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information and learning style.
- b) "Equity" incorporates but is not limited to seeking fair treatment, access, opportunity and advancement for all.
- c) "Inclusion" incorporates but is not limited to ensuring everyone has fair, balanced and equal access to the processes, activities, and decision making which ensure opportunities and resources are available to all.

DEI Committee

The Board of Education will establish a DEI Committee to advance the commitment of maintaining a diverse, equitable and inclusive environment wherein all individuals feel valued and respected. The DEI Committee will develop a charter with the express intent of reviewing district policies and programs with the goal of suggesting modifications to promote DEI best practices.

Teaching and Learning

The district will promote inclusive and culturally responsive teaching through content area curricula, books and instructional materials, pedagogical practices and professional development, classroom policies and procedures, student support systems and multiple assessment measurements.

Family and Community Engagement

The district will foster family and community engagement practices based upon mutual trust, confidence and respect. To this end, the district will encourage participation from all stakeholders to promote community relationships.

Workforce Diversity

The district will implement policies and practices to recruit and retain a diverse workforce in all areas and at all levels, thereby reducing stereotypes and preparing students for an increasingly global society.

Student Support, Discipline and Wellness

The district will focus on the wellbeing of each student by employing programs and practices which enhance student self-identity, self-confidence and self-esteem, while addressing the full range of student developmental pathways.

Training

The district will provide DEI training to students and staff to advance elements of this policy.

Disclaimer

Nothing contained in this policy should be deemed to violate the U.S. Constitution, State Law or Federal Law or Regulation prohibiting discrimination.