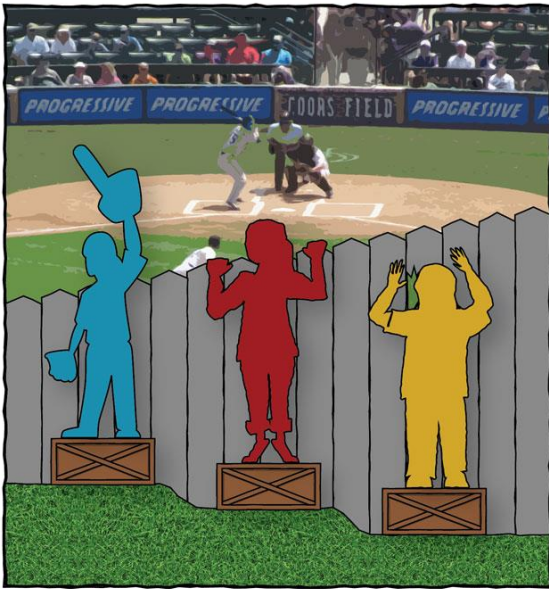


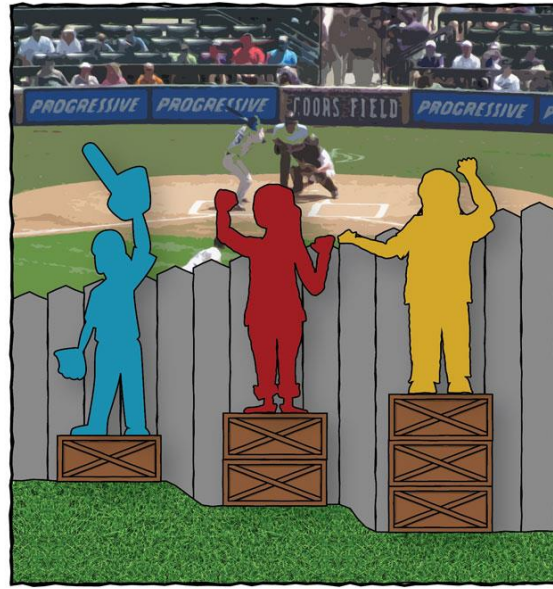
## DEI DEFINITIONS

**Diversity:** includes all the ways in which people differ: race, ethnicity, and gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance, diversity of thought (i.e., ideas, perspectives, and values). We also recognize that individuals affiliate with multiple identities.

**Equity:** providing individuals and groups with the appropriate resources and support for their particular situation that will allow them to experience similar opportunities and outcomes as other groups. Equity is NOT equality – giving everyone the exact same level of support or resources regardless of their situation.



**EQUALITY**



**EQUITY**

**Inclusion:** the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate regardless of their role or rank.

**Prejudice:** a positive or negative attitude, judgement, or feeling about a person that is generalized from attitudes or beliefs (stereotypes) held about the group to which the person belongs; a prejudgment that involves liking or disliking (e.g., registered sex offender).

**Discrimination:** negative or positive behavior toward someone based on positive or negative attitudes one holds toward the group to which that person belongs; it's the behavioral manifestation of prejudice (e.g., job opportunities; legislation; interest rates).

**Implicit Bias:** mental associations of certain groups with specific traits (e.g. stereotypes) below conscious awareness, which are often followed by subconscious prejudice (dis/liking) and/or discrimination (behavior) in a manner that typically benefits oneself or one's group and/ or disadvantages out-groups; tends to involve a limited or inaccurate perception of others.

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Develop a shared Language & Group Agreements/Norms (from Pacific Education Group/ Courageous Conversations- <https://courageousconversation.com/>)

1. **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”.
2. **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
3. **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
4. **Expect and accept nonclosure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires