



SALINE AREA SCHOOLS

Diversity, Equity and Inclusion (DEI) Action Plan 2020-2023

Objective 1: Structures, Systems, Policies, Practices

Develop a strong rationale and vision for DEI that is aligned with district goals

- A DEI declaration and values are integrated across the district
- Progress on reaching vision and goals is reported publicly and regularly
- Implement a strong district-wide policy which holds students and staff accountable
- Educators and students have a common language for discussion equity, inclusion and diversity

Objective 2: Safety, Healing and Empowerment

Provide dedicated support to effectively implement DEI plan and structure

- DEI structure is aligned with district strategy to ensure sustainability, incorporating DEI into ongoing internal culture, practice, and procedures with regular review.
- Students are given opportunities to use positive, affirming, community-building language with each other
- Educators create socially just learning environments that are free of bullying and harassment

Objective 3: Recruitment, Hiring, Development, Retention

Integrate DEI into recruitment, talent development, advancement, and retention practices and policies

- Job design, classification, and HR processes are unbiased and compensation is equitable
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- A diverse supplier base is promoted and nurtured. Vendors reflect the community's composition across a broad array of diversity dimensions and the school district procures services and goods from businesses that are owned and managed by people of color, women and LGBTQ individuals.

Objective 4: Learning, Curriculum, Assessment

Provide meaningful opportunities for ongoing learning and high DEI competence of students, teachers, and staff

- The views of stakeholders are a major factor informing the measurement of DEI performance for the district and individuals. The measurements include attitudes, opinions, and culture, and a mix of quantitative and qualitative measures via listening sessions and surveys.
- Curriculum at all levels of schooling is culturally-responsive curriculum
- Staff and students have access to valuable DEI training and learning opportunities

Objective 5: Community Partnerships and Communication

SAS continues to engage the broader community in emphasizing the importance of DEI and lessons learned

- Improve communication - including multiple opportunities for feedback - between district, students and community about updated policies and procedures
- Continue to develop strategic partnerships to support district goals and DEI declaration

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