

# ***Embracing a DEI Lens to Achieve Holistic Growth and Avoid Pitfalls***



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>We all love children, want them to have a sense of belonging, and are committed to our unique missions

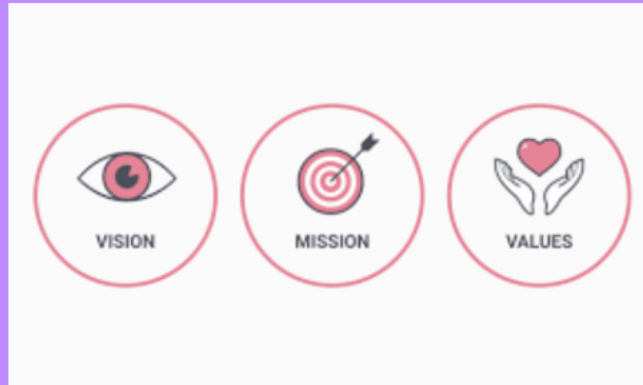


>No endpoint in our work around DEI, nor is being inclusive a static state or switch setting

>Let's focus on the work and not the words for a bit  
(DEIB, DEI, JEDI, D & I, etc)

***All of our  
school's  
mission,  
vision, values  
speak to  
inclusion!***

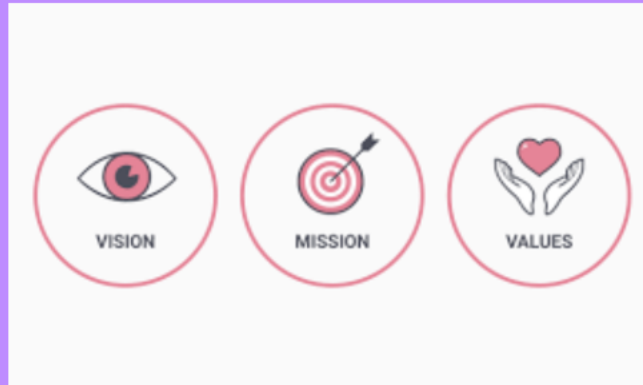
*Go to your mission, vision, values, statement of inclusion page on your website. What statements can you find that speak to your community's valuing of DEI?*



Stanley's  
Inclusion  
statement

Guided by our mission, Stanley British Primary School is committed to an ongoing journey of building awareness, analysis and action around equity and belonging to ensure that all students experience the joy of learning in an environment that welcomes the expression of their fullest selves. We believe that the varied identities, life experiences and voices of all members of our community are a source of strength that enriches the learning environment and helps prepare our students to be socially and emotionally intelligent leaders on our campus and in the world. We hold ourselves accountable to this aim by regularly evaluating and refining curricula, policies and practices, and committing the appropriate resources to ensure we embody these beliefs every day.

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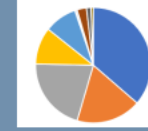


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*Which phrase better describes  
DEI at your school?*

1) A Component of your program



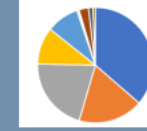
**OR**

2) A Lens through which you look at everything?



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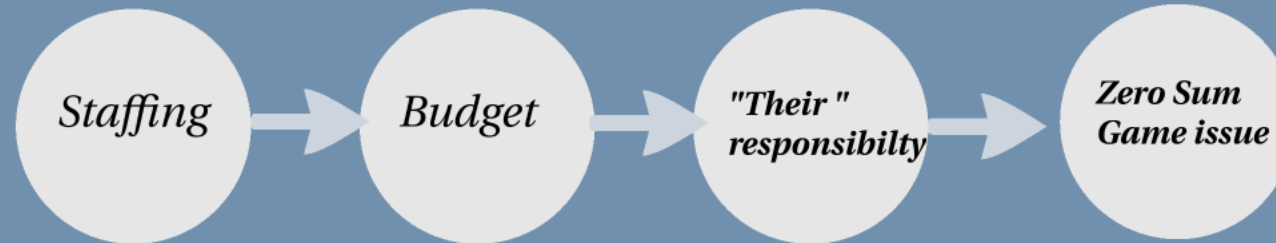


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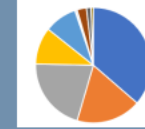


*If it's viewed as a component of your program....*



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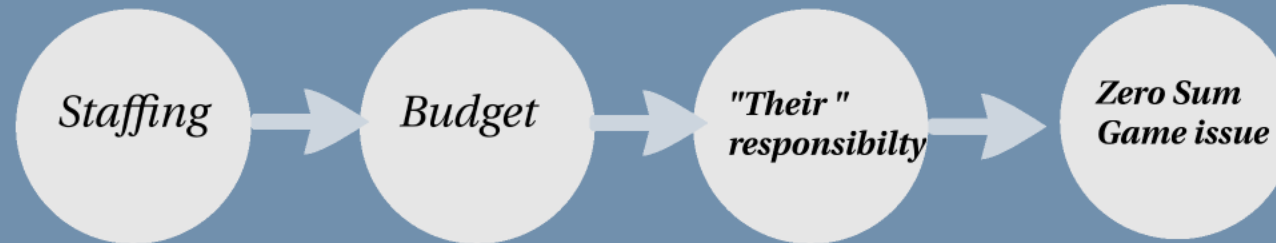


**OR**

2) A Lens through which you look at everything?



*If it's viewed as a component of your program....*



*What does it mean to see DEI as a lens? What  
are lenses that we regularly look at school through?*



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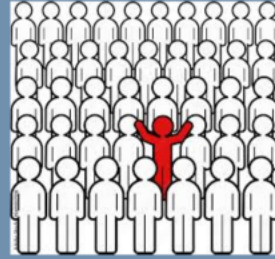
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### **Board Role**

If so, what does it do?  
If not, can it really be  
an important lens?

*Lots of Leadership Models can be  
successful, BUT be mindful of pitfalls!*



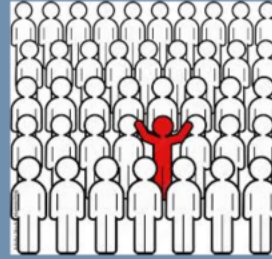
**Unintended missteps when you appoint a DEI Director**

**Scenarios:**

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### **Unintended missteps when you appoint a DEI Director**

\*It becomes that person's job to speak up to flag all things DEI related

### **Scenarios:**

### Board Role

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### Scenarios:

#### Unintended missteps when you appoint a DEI Director

- \*It becomes that person's job to speak up to flag all things DEI related
- \*The person in the role is asked to take on crises or polarizing initiatives in spaces where they haven't built relationships
- \*Others feel less accountable for the work
- \*Having them lead initiatives to affect change without the power, access to resources, training, or full scope of potential landmines



## SCENARIO 1:

There are a lot of calls to infuse the middle school with a more multicultural and inclusive curriculum. What might be some challenges of having your DEI Director be a primary face and champion of this initiative?

## SCENARIO 2:

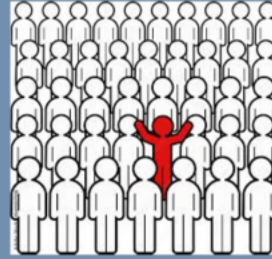
You ask the new DEI director to review Halloween celebrations and respond to mixed parent feedback



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<b>STRATEGIES:</b>	
Dashboarding Mission/Values DEI Strategic Planning	<b>BOARD DECISION</b>
	<b>HEAD ADVISEES</b>
<b>PARTNERSHIP:</b>	
Budgeting and Resource Allocation	<b>SHARED DECISION MAKING</b>
<b>BOARD ADVISES</b>	<b>HEAD DECISION</b>
	Hiring/Staffing Admissions Program (Ex: Curriculum Brand)

*Does your board have an inclusion committee? If so what is its purpose?*

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# How I got to "here"





*How I got to "here"*

*"How'd you get to here?"*



*In what ways does your school normalize and invite community members to share their stories, their whole selves?*



*How I got to "here"*



*"How'd you get to here?"*





*In what ways does your school normalize and invite community members to share their stories, their whole selves?*

**Consider**

- +New parents
- +New Staff
- +New Board Members
- +Students
- +Communications



*How I got to "here"*



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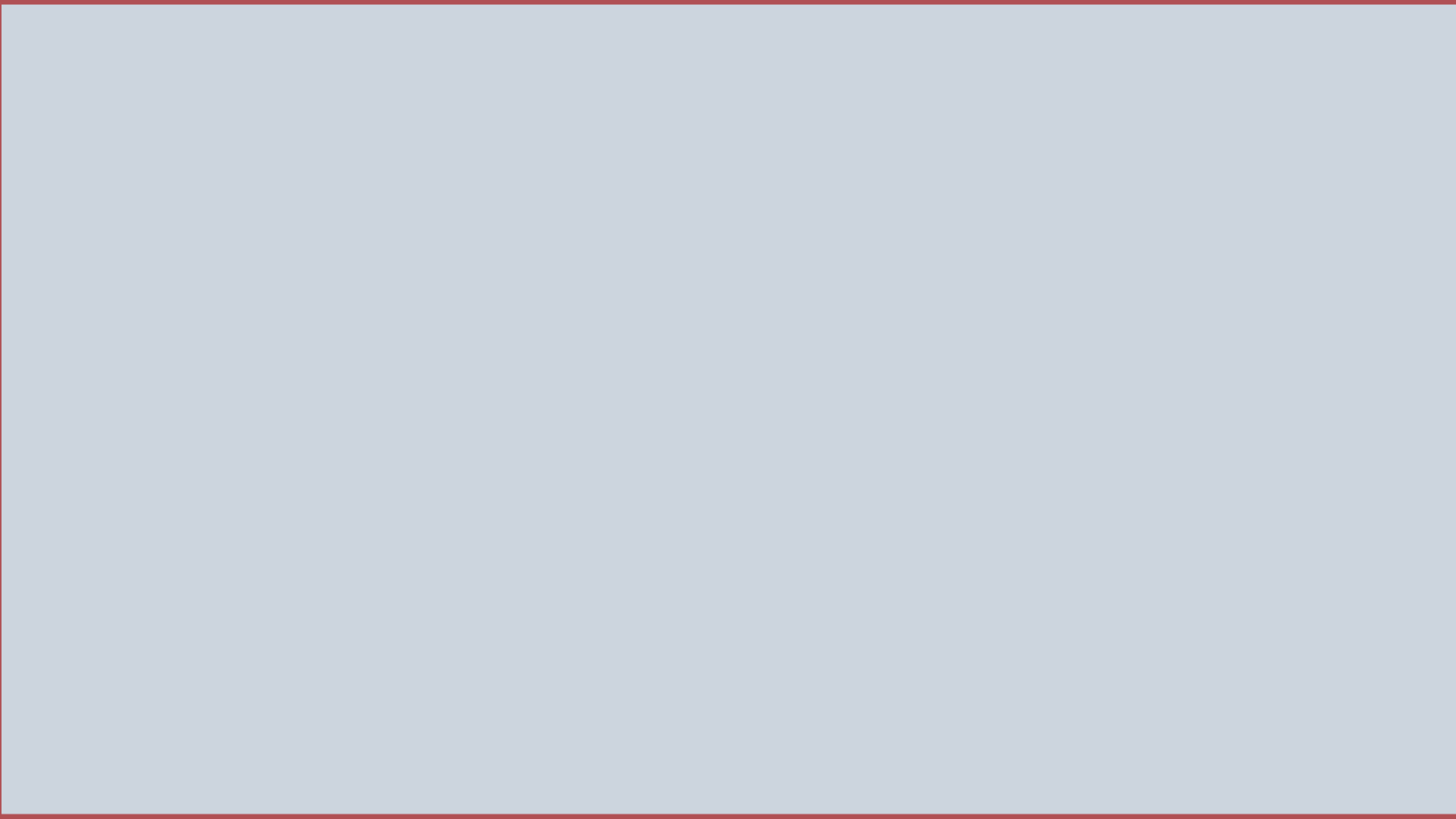
- +New parents
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# *Stanley British Primary School*

- >TK-8 470 students
- >East Denver
- >~26% fac/staff of color
- >~37% students of color
- >\$2 million in FA; 1 in 4 receive aid
- >Progressive, deep commitment to SEL and DEI
- >Multi-age classrooms in K12 and 345 but traditional 6-8 model
- >3 SEL teachers
- >First name basis
- >3 stipended DEI Leaders, no full time DEI Director
- >Affinity & Alliance Groups
- >Utilize standards from Learning for Justice Curriculum
- >Summer Scholars Program
- >DEI Board Committee (School Culture, Inclusion and Equity Committee)





*In what ways does your school normalize and invite community members to share their stories, their whole selves?*

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***Opportunities:***

*Admissions, website, newsletters*

*Build culture of sharing stories*

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Building your ENTIRE Community's  
toolboxes around DEI

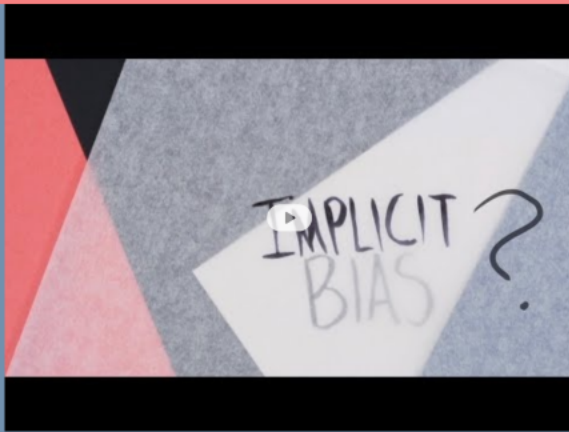


*Key Concepts*

*Building it  
into New  
Trustee  
Orientation*

*Ongoing  
training*

**Do you have clarity on terms?**  
**Do you take time to define them?**



*Implicit Bias*

**Diversity:** Differences (not just race), representation. All of us contribute  
**Equity:** Providing people what they need to be successful (Examples are everywhere!)  
**Inclusion:** Being invited to engage and participate  
**Belonging:** Feeling connected, valued, and that their voice matters so they can do their best work and want to stay!  
*Avoid back and forth on the terms so you can focus on actual work!*



*Understanding Equity vs. Equality*

## Windows & Mirrors

A window shows you an experience different from your own.

A mirror is a reflection of your own experience.

*As you look at this picture, what is one mirror for you, what is one window?*

La Sandía  
by Carmen Lomas Garza

A video player interface with a play button in the center. The background of the video is a piece of white paper with the words "IMPLICIT BIAS?" written in black marker. The paper is placed on a grey surface. To the left of the paper, there are geometric shapes in red, black, and light pink. The entire video is framed by a blue border.

IMPLICIT  
BIAS?



Building your ENTIRE Community's  
toolboxes around DEI



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## What goes into your new trustee training?

- >Governance 101
- >Overview of committees
- >Finance 101

***>Why not DEI 101 so everyone has baseline?***

## ***Stanley's DEI Orientation includes:***

- >1 hour led by HoS***
- >Key terms and anti-bias training***
- >Pre-read on audit on progress on DEI Strategic Plan***
- >The why behind our affinity and alliance spaces***
- >Scenarios***

Nishant Mehta  
Mehtacognition



Building your ENTIRE Community's  
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# Does your board weave in DEI scenarios ?

Selena Cook is a long time 6th grade Social Studies teacher at Bhat Academy, a K-8 school in Illinois. She reaches out to you, a board member of 6 years who also has a child in her class to set up a meeting. Selena shares with you that they are upset because the Head of Middle School has formed a taskforce to design a new celebration in place of the annual Middle School Halloween Parade next month, citing inclusivity issues. The teacher says that this is a core tradition of the school and that the board should stop the task force immediately to avoid any shifts to this long standing tradition at Bhat Academy.



What are the key cultural/process issues?

What is the board's role here?

Building your ENTIRE Community's  
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## ***Policies and Practices***

- >How do members get selected for the board?
- >What ?'s go into your trustee application process?
- >Do you have a DEI Strategic Plan or DEI Initiatives within a plan?
- >Facilities decisions around accessibility
- >Committee goals around DEI
- >How or do you review traditions?
- >How often is an inclusive language lens taken to handbooks or by laws?

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## Sumant's Big 5

1) Head's role as story teller and entire team needs to be in, not just DEI Director

2) Embrace where school is at, not where you think it should be

3) Lean on mission/vision  
Inclusion Statement



4) Think in multiple year plans and build it sustainably

5) 90% Proactive, 10% Reactive

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