

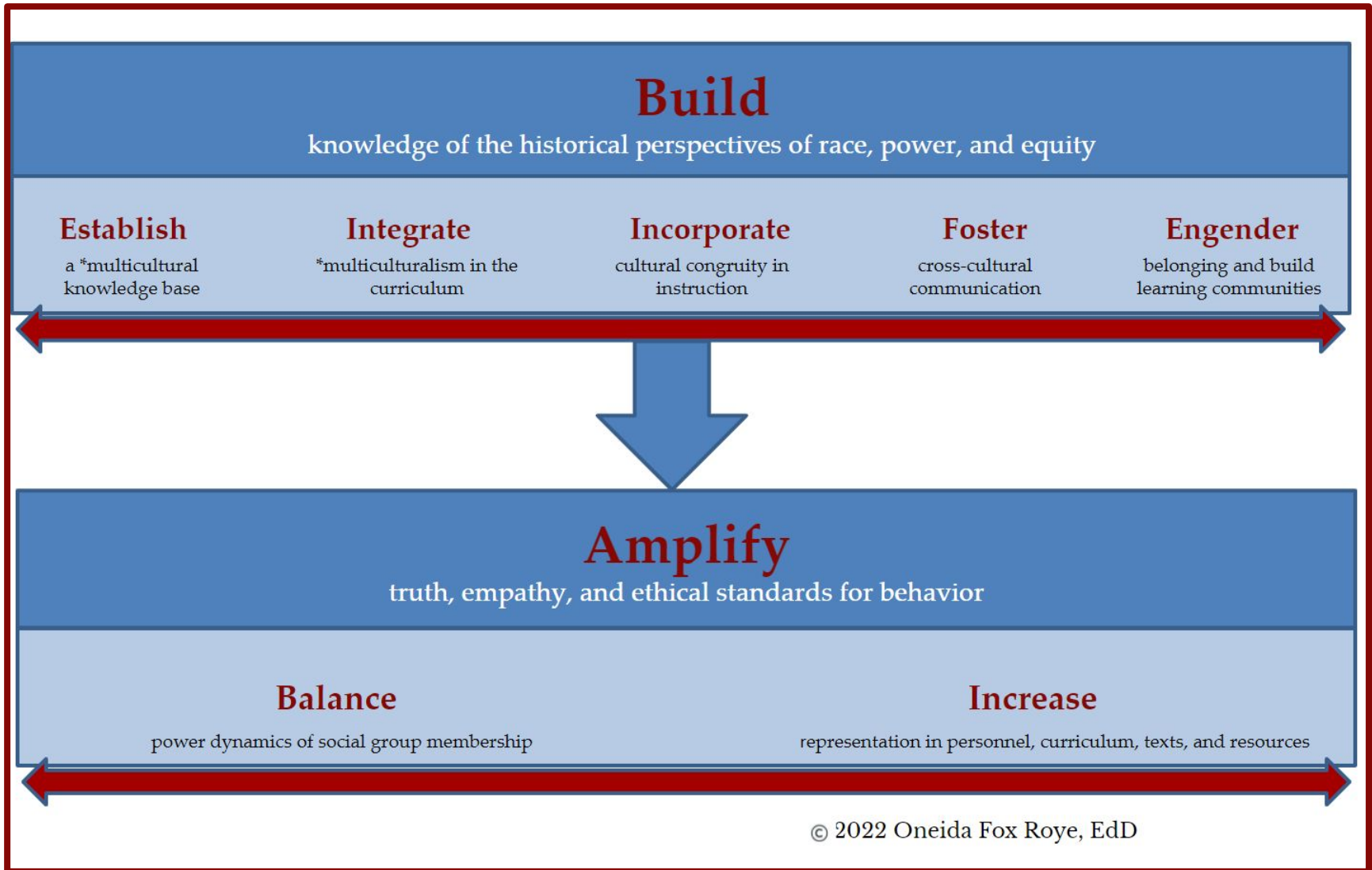


Diversity, Equity, Inclusion, & Justice (*DEI & J*) in the Dedham Public Schools

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Guiding Principles of *DEI & J*



*Critical Multiculturalism

+ Guiding Principles of *DEI & J*

Build Knowledge of the Historical Perspectives of Race, Power, and Equity

- Understanding of the legacies that establish the location of wealth, power, and status
 - **Establish a *multicultural knowledge base**
 - Understand the cultural characteristics and contributions of different groups
 - **Integrate *multiculturalism in the curriculum**
 - Ensure historically responsive perspectives, knowledge building, and critical skills
 - **Incorporate cultural congruity in instruction**
 - Include funds of knowledge
 - **Foster cross-cultural communication**
 - Focus on communication as the foundation of community
 - **Engender belonging and build learning communities**
 - Enter in partnerships of respect

Amplify Truth, Empathy, and Ethical Standards for Behavior

- Reveal truths about the racial hierarchy, belief systems, and focus on fostering actionable change
 - **Balance power dynamics of social group membership**
 - Work toward eliminating the belief in a racial hierarchy
 - **Increase representation in personnel, curriculum, texts, and resources**
 - Prioritize diversity, equity, and inclusion

DEI & J Cultural Competency Course Corridor: C-Cubed

Build knowledge of historical perspectives of race, power, and equity

Leadership Series

Historical perspectives on race, defining terms, and whiteness

Content Series

Seven forms of bias
Social justice anchor standards
Enabling texts
Action research

Diversity Talks

Implicit bias, power & privilege, how to talk about race, & reconciliation

Equity Action Teams

Texts as windows, mirrors, and sliding glass doors

Book Study/Self Study

Ijeoma Oluo, Beverly Daniel Tatum, Zaretta Hammond, & Cancen Callender

Amplify truth, empathy and ethical standards for behavior

Surveys

DEI&J HS Student, PERM Educator

Social Emotional Learning

Restorative/
Transformative Justice
Voices, Experiences, Stories
DEI&J Conversation Series
Mentors

PTO Sessions

DEI&J Conversations

Community Sessions

Equity Roundtable

Equity Audits

Culturally Responsive Teaching
Learning Walk
Resources

Policy

Code of Conduct

+ *DEI & J C-Cubed*

■ Build Knowledge of the Historical Perspectives of Race, Power, and Equity

■ Establish a *multicultural knowledge base

■ *Leadership Series*

- 35 Administrators - AY 20-21, 4 sessions
- 35 Administrators AY 21-22, 6 sessions

■ *Diversity Talks*

- 50 Teachers - 4 sessions
- 50 Teachers, Specialist, and Paraprofessionals - 3 sessions

■ Integrate *multiculturalism in the curriculum

■ *Equity Action Teams*

Increase representation by auditing classroom libraries to provide culturally diverse and enabling texts to support teaching and learning across Pre-K to Grade 5.

- Avery - 7 Educators (Teachers, Librarian, Principal, and a Parent)
- ECEC - 12 Educators (Teachers, Librarian, Principal, and a Parent)
- Oakdale - 8 Educators (Teachers, Librarian, and Principal)



DEI & J C-Cubed

- **Incorporate cultural congruity in instruction**
 - **Content Series**
 - Resources and Tools
 - Seven Forms of Bias, Social Justice Anchor Standards, and Action Research
- **Foster cross-cultural communication**
 - **Book Study Series**
 - *So You Want to Talk About Race, Why are all the Black Kids Sitting in the Cafeteria, Culturally Responsive Teaching, and the Brain, and King and the Dragonflies*
- **Engender belonging and build learning communities**
 - **PTO Sessions**
 - DEIJ Conversations
 - Avery, ECEC, Greenlodge, Oakdale - 6 sessions, 25-35 parents
 - **Surveys**
 - DEI&J HS Students - Administered 6/21, taken by 324
 - PERM Educators - Administered 10/21, taken by 189

+ *DEI & J C-Cubed*

- Amplify truth, empathy, and ethical standards for behavior
 - Balance power dynamics of social group membership
 - *Voices, Experiences, Stories*
 - *DEI & J Conversation Series*
 - Increase representation in personnel, curriculum, texts, and resources
 - *Lit with Words: Read Aloud Program*

The goal of the *Lit With Words: Read Aloud* is to provide our elementary students with representation and read alouds that are culturally diverse and enabling across Grades K-3.

 - Internships for 4 high school students - Oakdale
 - *DHS Student Leaders for Equity*

The goal of the *DHS Student Leaders for Equity* is to promote to voice and agency

 - Leadership role for 7 high school students



תודה
Mh'gōi
arigatō
danke
nandri
takk
grazie
hvala
gracias
dziękuję
děkuji
kiitos
Xièxiè
спасибо
ευχαριστώ
mahalo
tānan
dank u
gràcies
tack
благодаря
köszönöm
shukran
teşekkür ederim
dhanyavād
grazzi
хвала
multumesc
terima kasih
dankie
faleminderit
Dякую
diolch
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Thank you