



# Equity, Justice & Inclusion

## FRAMEWORK STANDARDS

### \* EJIC's Purpose Statement: DEMONSTRATING LEADERSHIP & PASSION

Help create a safe and inclusive climate throughout the district wherein diversity/differences are embraced and celebrated, every student and employee is inspired to achieve, thrive and grow, and where each is empowered to act against any form of intolerance, bigotry (and/or) injustice.

**1**  
Data Review

Engage in a conversation on data, policy, and practice which leads to systemic change and supports the EJIC's purpose statement \*

**2**  
Safe Learning Environment

Create a safe, caring, mutually respectful learning environment in each school where all students feel honored and valued

**3**  
Support Student Learning

Implement initiatives that support student learning and improve academic performance

**4**  
Effective Partnership

Engage parents and key stakeholders in community efforts to increase student success and build effective partnerships

**5**  
Strategic Approach to Recruitment

Help other district departments adopt strategic approaches to diversity recruiting in hiring teachers, counselors and administration

**6**  
Equitable Access

Ensure that all students have equitable access to diverse and inclusive education materials and experiences by implementing educational opportunities for every student, including, but not limited to, diverse curriculum, translated materials, College & Career Readiness opportunities, school-sponsored activities, etc.

**7**  
Professional Development & Responsibilities

Engage in high quality professional development constructed on the Equity, Justice, and Inclusion Mission

**8**  
Student Achieve, Thrive & Grow

Help create a safe and inclusive climate wherein diversity/differences are embraced and celebrated, every student and employee is inspired to achieve, thrive and grow