

## **DEI Commitment Statement**

Worthington Schools is committed to diversity, equity and inclusion. As such, we are actively striving to fully see, value and create an inclusive and equitable environment for all of our students and staff.

When we “see” you, we acknowledge that we see all of you - your race, nationality, sexuality, neurodiversity, heritage, religious beliefs and culture. We affirm you. We tell *and* show you, you matter. As educators, it means we take interest in learning who our students are, their lives outside of school, what hopes and dreams they have.

When we “value” you, it means you have worth. It’s worth going the extra mile to ensure that you feel included in the classroom, that you feel like you belong and see yourself represented in books that you read and in our curriculum.

We understand that now more than ever, our commitment to diversity, equity and inclusion needs to be resoundingly clear. The difference in what our white students experience compared to many of our students of color or EL students experience - is real - even in Worthington, Ohio. So, as we grapple with that reality, we have to be open to leaning into discomfort and have honest conversations about how we can - and will do better.

To start, we will be using the Panorama Equity and Inclusion Survey to ask students (grades 6-12), teachers and staff how they feel we are doing in creating welcoming and inclusive environments. Then we will go through an equity audit to assess our institutional practices and identify trends in our culture, programs & curriculum, operations, finance and governance.

We will remain steady in educating our teachers and staff on the Impact of Implicit Bias and Culturally Responsive Teaching and Learning. We will continue to focus on our Minority Teacher Recruitment Plan, while striving for a racially equitable and diverse staff of educators and administrators.

Furthermore, we acknowledge that we must be humble enough to hear from our students of color, EL (English Learner) students and LGBTQ (Lesbian, Gay, Biexual, Transgender, Queer) students about where we may have fallen short. We have to be courageous enough to dig deep into our hearts to look for our implicit biases and to mitigate them. Because after all, we all have bias. And finally, we must have the fortitude to do what’s right and necessary to ensure our policies, practices, curriculum and staff all truly reflect our commitment to diversity, equity and inclusion.