



DIVERSITY • EQUITY • INCLUSION

Collective mixtures of our students, staff, families and communities characterized by our differences and similarities

Level setting of the organizational landscape where all are empowered to be their authentic selves and to contribute

Creating and fostering a trusting environment in which all are included, respected supported and engaged

We aspire to be a school district where everyone is seen, heard and valued.
 - Toya Spencer, DEI Director



Partnership with
The Ohio State University

98%

Completed Implicit Bias
Training

34

DEI Champions
(1-2 per Building)



PARTNERSHIPS & COLLABORATIONS

- The Ohio State University, College of Education and Human Ecology
 - Leading Anti-racism Change Summer Institute participant
 - Receive 1-on-1 coaching
 - Receive consultation on DEI Strategic Action Plan & Equity Audit Process
- Network with Ohio DEI Leaders in K-12 Public Education
- Worthington Alliance of Black Families and Educators (WABFE)
- Worthington Educators of Color hosted first-ever social/community-building event



PROFESSIONAL DEVELOPMENT & LEARNING

- **Implicit Bias Training**
 - All Staff
 - District Leadership Teams
 - Care After School Staff
- **Book Studies** - District Leadership team engaged in year-long book studies & conversations
 - *So You Want to Talk About Race*
 - *Between the World and Me*
 - *The Hate U Give*
 - *For White Folks who Teach in the Hood*
 - *Stamped*
- **Cultural Resource Guide** - Created for all staff to increase awareness, understanding as well as provide lesson plans & activities for students
- **A Novel Approach to Reading Across the Curriculum** - Created a year-long Ashland University course to examine & expand the diversity of textbooks in our classrooms
- **Created a DEI Professional Resources Library** in every school building
- **Matthew Kay**, author of *Not Light, But Fire* was keynote speaker for 2021-2022 WorthU teacher professional learning



COMMUNICATION

- Created a **DEI Helpline** and online **Discrimination Incident Report Form**
- **Ms. Toya reads Program** - Engaging elementary students in learning & conversations about diversity
- **DEI Newsletter** - Created to communicate district progress on DEI
- **DEI Webpage** - Created to share our commitment to DEI and to provide understanding of our efforts
- **Met with Student and Teacher Groups** - To understand school culture and climate



WORTHINGTON SCHOOLS
 Empowering a community of learners who will change the world!



THE OHIO STATE UNIVERSITY
 COLLEGE OF EDUCATION AND HUMAN ECOLOGY