

**Sample Diversity, Equity, Inclusion, and Accessibility - DEI(A) Policy Statement**

The \_\_\_\_\_\_\_\_ Charter School Board of Directors commits to championing and celebrating policies and practices of cultural equity that empower a diverse inclusive, and accessible environment. This commitment is achieved through equitable organizational and educational programming, human capital practices, and strategic community engagements. We acknowledge inclusion, diversity, equity, and accessibility as drivers of institutional excellence. It is our goal at \_\_\_\_\_\_\_\_\_\_ to connect and create opportunities for our employees, students, families, volunteers, partners, stakeholders, and the communities we serve to express their uniqueness through participation, thought, and action.

**Inclusion** is establishing an environment that is welcoming, accepting, and reflective of the community’s diversity.

**Diversity** is defined as the quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; gender expression; language differences; nationality; parental status; physical, mental, and developmental abilities; race; religion; sexual orientation; skin color; socio-economic status; education; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences, and culture—and more.

**Equity** is the identification and understanding of cultural causes of disparities in our society and the work to overcome those disparities according to the needs of the individual or group. “Equity asks us to acknowledge our position in relation to identities that give us privilege, access, class, money, and power, and to consider these experiences when designing solutions to make society more fair and just.” [1] Creating equity may include processes and work that is different for particular individuals or groups, but the final outcome results in them being neither hindered nor elevated by their cultural disparities.

**Accessibility** “centers the needs and experiences of people with disabilities.” [2] The work of accessibility ensures spaces, information, programs and experiences are designed so that all people can readily, equally and equitably access them.

\_\_\_\_\_\_\_\_\_\_\_ will strive to incorporate inclusion, diversity, equity, and accessibility in all areas of the organization’s work. Our Organizational Programming will prioritize DEI(A) practices with the products and services we offer through standards and best practices, research and data analysis, and community feedback. Our Human Capital Practices will recruit, support, and nurture a governing board, employees, and volunteers who can maximize their individual uniqueness and enable them to reach their full potential in the roles they serve. Our Community Engagement opportunities will foster and esteem collaboration where \_\_\_\_\_\_\_\_\_\_\_ is appropriately challenged to strengthen our own integrity, impact, and relevance. \_\_\_\_\_\_\_\_\_\_\_ will model our commitment by constantly acknowledging our areas of inequities, pursuing ongoing education, devoting real time and resources, and evaluating our efforts.

1. MASS Action. *Toolkit*, 2017.
2. Rosen, Stephanie. *Accessibility for Justice: Accessibility as a Tool for Promoting Justice in Librarianship*, In the Library with the Lead Pipe, 2017.