



Diversity Equity Inclusion

Within our growing, diverse community, we sow the seeds of opportunities to raise prepared, resilient students



Strategic Goal:

Cultivate equity by honoring diversity, using inclusive practices, and supporting students to achieve their unique potential.

Equity Lens:

Provide a simple protocol to produce and evaluate policies, practices, processes, programs, services or decisions that result in more equitable and inclusive outcomes.

PROCEDURE

Consider the following four questions for any policy, practice, process, program, service or decision:

Who does it impact?

- Who are the groups affected?
- What are the potential impacts of these groups?

Who has the opportunities? Who is included and who is not?

- Are existing disparities ignored or worsened?
- Are there unintended consequences?

Whose voices are at the table?

- Have we intentionally involved our partners?

What can we do about it?

- How will we mitigate the negative impacts and address the barriers identified above?



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Resolution and Commitment to Educational Access and Inclusion



Gervais School District is committed to providing a diverse, equitable, and inclusive environment for all of our students, staff, and community. These belief statements were adopted by the School Board and drive everything we do as a district:



- We have a collective responsibility to ensure Gervais Public Schools provide a **caring, supportive environment**.
- Our work will only be successful if we are able to truly **partner with our community, engage with respect, authentically listen**, and have the courage to **share decision making**, local control, and resources.
- All students should have **equitable access** to enriched activities in school.
- Our students' **diverse learning needs and cultural values** are an integral part of the learning community. We must create systems that are inclusive and **celebrate our students' learning assets**.
- Every student must feel safe, welcome, and fully included in their school community. We must build **inclusive environments that empower students and employees** to thrive.