

D.E.I.

DIVERSITY, EQUITY, AND INCLUSION

DIVERSITY

Diversity is the inclusion of people from a range of backgrounds. It is not limited to race. Diversity includes differences in ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, gender, sexual orientation, political ideology and mental and physical ability.



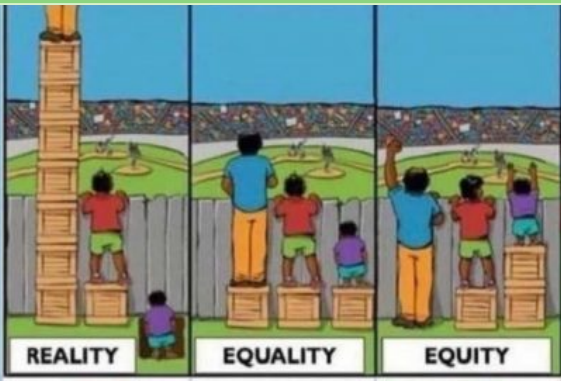
DIVERSITY MATTERS!

Studies show that students work better in a diverse environment, enabling them to concentrate and push themselves further when there are people of other backgrounds working alongside them.

Henson 2012

EQUITY

Equity is the assurance of full participation, access and opportunity for all students. Although both words are sometimes used interchangeably, equity should not be confused with equality. Equity considers individual circumstances and gives the resources needed for all people to have equal opportunity.



EQUITY MATTERS!

Equity aims to eliminate barriers that prevent the full participation of some groups. Equity ensures that all groups are treated fairly and have the tools needed to succeed.

INCLUSION

Inclusion is about bringing historically disregarded identities into the system of policies and processes and school or community activities. Inclusion gives equal access of resources and opportunities to marginalized groups. All students must feel that they are welcomed, that they belong and that they are supported in any school.

INCLUSION MATTERS!

Inclusion promotes the involvement of family and educators in supporting students from a variety of backgrounds. Schools are often a student's first encounter with inclusion. Inclusion provides a better quality of education for all children and is instrumental in changing discriminatory attitudes.

Bui 2010



SUPPORT DEI IN YOUR SCHOOL DISTRICT

According to the NYS Board of Regents diversity equity and inclusion (DEI) is about access, opportunity, innovation, confidence, trust, respect, caring and relationship building. DEI empowers students to envision successful futures. Support DEI initiatives in your district by making sure your district has an active and diverse DEI committee. [Learn more from LISSA here:](#)

