

# **5 Key Ways to Have a DEI Positive at Your School - Guaranteed to unify communities**

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Diversity, Equity, and Inclusion are a must for every school in America. It is important for everyone to feel empowered and respected to show their identities. Reaching a level where students feel safe to speak about their differences is the golden target for any school.

Why is promoting DEI important? Because this supports students to learn, grow and interact with others without ignoring individual ideas. It allows communities to work together and follow the path of empathy.

If we want well-rounded students, we need to invest our efforts in promoting DEI positive environments for students, teachers, and staff overall can feel included and represented.

Here are 5 tips that can help your schools improve on DEI, and help students feel they have a voice too independently of their background, race, gender identity, etc:

## **1. Introduce DEI leadership roles such as director of DEI or similar**

- A DEI director can develop strategies to promote DEI initiatives, programs and processes. They also put policies in place to promote DEI and decrease risk behaviors like intolerance and discrimination. They are responsible to communicate and educate in best DEI practices, and measure of their success.
- They can develop training and meetings on DEI, evaluate cases, evaluate staff on best practices and make sure policies are being followed while building a diverse culture.

## **2. Perform curriculum audits/evaluations regularly**

- Why? Because it ensures the curriculum is updated based on inclusivity. Taking into account special needs. The curriculum should be empathetic enough to serve all students independently from race, background, religion, gender identity, etc.

- Updating the curriculum helps students feel connected with their education. Help develop a sense of community and inclusion.

### **3. Regular DEI training for staff**

- Include all departments. Regular training promotes DEI knowledge and best practices. They help staff identify positive (what to do) and negative (what not to do) actions to support school development.
- They also help staff identify risk behaviors like bullying, discrimination, racism, and how to act against them. They can learn about inclusive language, gender identities, cultural backgrounds, etc. All these make a school more diverse, inclusive, and equitable for students and staff.
- There needs to be a process to measure training reach and efficiency, as well as to ensure everyone is doing them.

### **4. Redesign your job descriptions if needed**

- Hire talents who show a commitment to diversity and inclusion. Make sure to hire a diverse team. If you are not attracting diverse applications, it might be time to redesign your job description and your school positioning.

### **5. When evaluating school performance, go in-depth**

- Looking only at averages can be deceiving. It also contributes to ignore individuals and groups which is not beneficial for all the students. Performance should be based on how students do, not how the majority is doing.
- Look unto students who are struggling and try to understand the reasons behind the why. Besides empowering minority groups, it also demonstrates care. Showing all students are important is essential to promote a healthy DEI-positive environment at schools.

Remember, diversity, equity and inclusion are not optional. As school and district leaders you need to take a proactive approach and make a difference. Is time to help out students and empower them. Students who feel empowered and that they are taken unto account are motivated, perform better, and develop a sense of community which is positive for development.