

DSST Equity Paradigm Shifts

- 1. Shared Definitions:** Create a shared set of definitions for DSST Public Schools' commitment and vision of our equity work: including diversity, equity, inclusion, integrated, commitment, and the core values.
- 2. Equity is Core:** Addressing issues of equity does not compete with our college-prep mission. Instead it will better prepare our students for college success.
- 3. Equity Mindset:** Equity mindset and asset-based thinking are core competencies for all DSST staff
- 4. Space and Voice:** In order to serve all students equitably, DSST Public Schools needs to value all voices in each community. Students, staff and families need to be heard and have voice in driving discussion and change.

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- 5. Intentionally Inclusive Systems:** We recognize that people come into our community with different experiences that have either helped or hurt their trust in institutions. We design our systems to be responsive to these different experiences to ensure that space is given for every student and staff member's identity to be celebrated.
- 6. Identity:** In order to prepare our students for the 21st century, DSST Public Schools needs to prepare all students and staff to understand and explore their identity. We can do this by examining and discussing privilege, power, and bias in and out of the classroom.
- 7. Flexibility and Risk:** We need to define the process by which schools have flexibility, so they can be responsive to the voices of their school community.
- 8. Redefine Success:** Redefine what success looks like for a DSST Public Schools' campus and student, so that our guiding metrics clearly reflect our equity commitment.

DEI Commitments: Accelerating our Equity Paradigm Shifts

- DSST commits to a collaborative partnership with Minority and/or Black owned businesses to cater and support network and school events. **EPS - Equity is Core**
- DSST commits to provide opportunities for safe space for students, families and staff as we work toward becoming an anti-racist organization. **EPS - Space and Voice**
- DSST commits to relationship building through partnerships with the entire community to support the social, emotional, and wellness needs of staff, students and families. **EPS - Identity**
- DSST commits to the active recruitment and retention of staff of color in the teaching and leadership pipelines. **EPS - Equity is Core**
- DSST commits to examining curriculum, instruction, and assessments for potential bias, oppressive frameworks, and reductionist reasoning. **EPS - Equity Mindset**
- DSST commits to identify and address any racial inequities and disparities across all data points. **EPS - Equity is Core**
- DSST commits to providing network and school specific Diversity, Equity and Inclusion development and resources that include culturally responsive and relevant, anti-racism, and trauma informed care. **EPS - Intentionally Inclusive Systems**