

DSST DEI Commitments for Becoming an AntiRacist Organization

DSST aspires to be an Anti-racist Multicultural organization. We aspire as an institution and wider community to overcome systemic racism. Through our full participation and shared power with diverse racial, cultural and economic groups, DSST is determined to align our mission, structure, Core Values, Core Elements, and network priorities to eliminate all forms of oppression that may be reflected in our curriculum, disproportionalities, practices, policies, and programming.

We are committed to the following:

- 1) 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**
- 2) 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**
- 3) 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**
- 4) DSST commits to the active recruitment and retention of staff of color in the teaching and leadership pipelines. **EPS - Equity is Core**
- 5) DSST commits to examining curriculum, instruction, and assessments for potential bias, oppressive frameworks, and reductionist reasoning. **EPS - Equity Mindset**
- 6) DSST commits to identify and address any racial inequities and disparities across all data points. **EPS - Equity is Core**
- 7) 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**