

**Bourne Public Schools**  
**Diversity, Equity, Inclusion and Belonging (DEIB) Committee**

**Vision Statement:**

Bourne Public Schools is a place of empathy, acceptance, belonging, and reflection where all school community members feel valued and able to contribute to the community.

**Mission Statement:**

The DEIB Committee fosters a safe and diverse learning, working, and social environment that actively promotes an equitable and inclusive culture in which differences are valued.

**Objectives for continued work:**

The BPS Diversity, Equity, Inclusion and Belonging Committee will:

- engage in varied and vast work that represents the intersectionality of our district,
- be respectful in listening to and honoring the stories and backgrounds of every individual,
- promote safe and open dialogue, strive to eliminate biases in order to create a culture of empathy, and ensure that students see themselves in their learning every day,
- reflect on our daily actions and practices so we are cognizant advocates for an inclusive culture where differences are valued,
- listen to students and advise members of the school community on issues of diversity, equity, and inclusion.

**Meeting Norms**

**Be Respectful**

- Let all voices be heard.
- Assume best intentions - mistakes will be made.
- Engage in thoughtful discourse.
- Be humbly confident.

**Be Responsible**

- Each meeting has tasks assigned.
- To be open to new learning
- The committee will agree on the outcomes that will be shared with the public.
- Be reflective and willing to acknowledge mistakes from the past as a school District.

**Be Safe**

- Meetings are a brave space to say what needs to be said.
- Listen to understand with an open mind and heart.
- Confidentiality will honor the integrity of the work.
- Be comfortable with being uncomfortable.
- Reflect on the positive things that are happening and how they impact our students.