

## 3-5

### DIVERSITY, EQUITY & INCLUSION (DEI)

#### Overview

By bringing to the classroom an awareness of an individual's personal strengths, culture, lived experience, family & community history, identities and values, DEI creates a more welcoming, connected, and accepting classroom and school community.

As SEL supports and strengthens practices that promote equity and affirms diverse cultures and backgrounds, by implementing SEL in your classroom, school and community you invite the possibility of creating a fair, inclusive and equitable learning environment. This environment respects, values and supports students' unique identities, values and backgrounds.

#### Classroom practices

Below are some examples for how to intentionally integrate Diversity, Equity and Inclusion (DEI) in your teaching:

1. **Learn.** Learn about and promote understanding about the root causes of disparities, the impact of racism, and societal barriers.
2. **Self-awareness.** Explore and expand your own self-awareness work, by examining biases and reflecting on your own identities.
3. **Learning environment.** Foster a welcoming, inclusive, engaging classroom environment with consistent routines.
4. **Relationship building.** Create, build and maintain cross-cultural relationships, rooted in authenticity, honesty, trust and support. This includes relationship building with students, their family members, and community partnerships.
5. **Invite conversation.** Create opportunities for students to share their perspectives and feedback and to engage in developmentally-appropriate discussions around diversity.
6. **Encourage sharing.** Encourage and invite students to use their voice in the classroom to express their viewpoints, as well as to identify solutions to problems.
7. **Foster leadership.** Encourage students to take on leadership roles both in the classroom and school, such as volunteering for jobs in the classroom as well as running for office in the student body.