



SUMMIT PUBLIC SCHOOLS

## DIVERSITY EQUITY INCLUSION & BELONGING EXPLAINED

A Community Primer

### DIVERSITY

HAVING DIFFERENT TYPES OF PEOPLE FROM A WIDE RANGE OF IDENTITIES WITH DIFFERENT PERSPECTIVES, EXPERIENCES, ETC. (SOURCE: MERRIAM-WEBSTER)

### EQUITY

REMOVING THE PREDICTABILITY OF SUCCESS OR FAILURE THAT CURRENTLY CORRELATES WITH ANY SOCIAL OR CULTURAL FACTOR (SUCH AS RACE). EXAMINING BIASES, AND CREATING INCLUSIVE ENVIRONMENTS. (ADOPTED FROM NATIONAL EQUITY PROJECT)

### INCLUSION

PUTTING DIVERSITY INTO ACTION BY CREATING AN ENVIRONMENT OF INVOLVEMENT, RESPECT, AND CONNECTION - WHERE THE RICHNESS OF IDEAS, BACKGROUNDS, AND PERSPECTIVES ARE HARNESSSED TO CREATE VALUE. (SOURCE: DIVERSITY JOURNAL)

### BELONGING

WORKPLACES THAT CREATE A SENSE OF BELONGING ALLOW EMPLOYEES TO THRIVE BY CREATING SPACES WHERE THEY CAN BE THEIR AUTHENTIC SELVES EACH DAY



DIVERSITY  
ASKS

**WHO**  
— IS IN —  
THE ROOM



EQUITY  
ASKS

**WHO IS**  
— TRYING TO —  
GET IN THE ROOM  
**BUT CAN'T**



INCLUSION  
ASKS

— HAVE —  
EVERYONE'S  
IDEAS BEEN  
**HEARD**



BELONGING  
ASKS

DO PEOPLE  
WANT TO  
**— STAY —**  
IN THE ROOM



# WHAT IS EDUCATIONAL EQUITY?

Education equity is the moral and civil rights obligation to ensure that students are provided the tools they need to succeed, regardless of background, race, color, ethnicity, gender identity, sexual orientation, disability, religion, nation of origin, native language, socioeconomic status or any other discriminating factor.

This hinges on access to a school environment equipped for safe and stimulating learning opportunities, resources for social and emotional growth, and excellent educators who are able to support students in getting and remaining on track to graduate from high school ready for college or careers. (Adapted from: The Department of Education)

## GOALS OF EDUCATIONAL EQUITY

Comparatively  
High  
Achievement

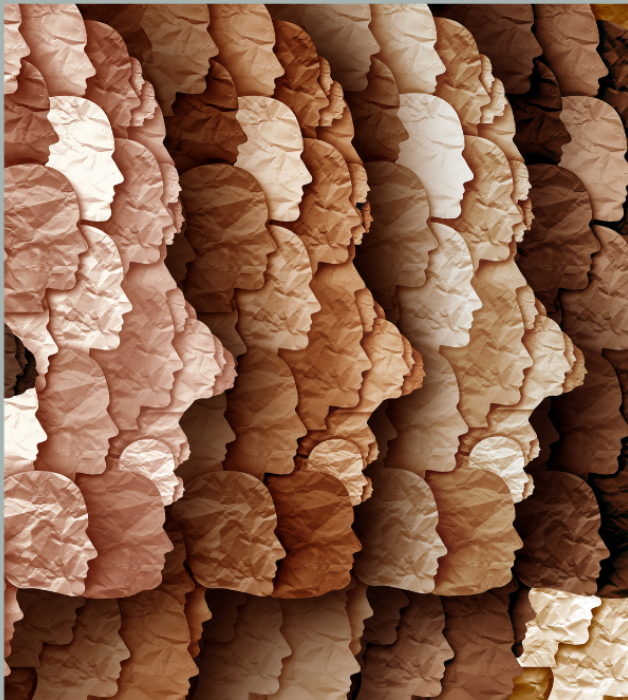
Equitable Access  
and  
Inclusion

Equitable  
Treatment of  
All Students  
& Staff

Equitable  
Opportunity  
to Learn

Equitable  
Resource  
Distribution

School  
Accountability



## EQUALITY VS EQUITY

EQUALITY in education is achieved when students are all treated the same and have access to similar resources.

EQUITY is achieved when all students receive the resources they need so they graduate prepared for success after high school

# Our Focus is on Educational Equity

## A Primer on Educational Equity from the NJ School Board Association:

Educational equity seeks to provide opportunities and achieve excellent outcomes for all students by providing individual students with the supports they need to succeed. Students come to our schools from various backgrounds, with different strengths and at varying degrees of readiness.

What works for one student or in one school may not work for another. That's why local control of education — one of NJSBA's bedrock beliefs — is critically important. Simply put, pursuing educational equity is about identifying issues preventing students from fully engaging in their education and then providing targeted solutions or resources to address them.

It is not a one-time program or event, but a way of operating that requires ongoing evaluation of data and adjustment of interventions.

The term "educational equity" is closely associated with "No Child Left Behind" (NCLB) legislation that was led by former President George W. Bush and signed into law in 2002. This watershed moment in U.S. education policy established clear requirements for school districts to not only study student achievement data by race, gender, socioeconomic levels and English language learners, but also to close achievements gaps where they exist.



Critical Race Theory is not embedded within the New Jersey Student Learning Standards and therefore is not being taught in our curriculum or our classrooms.

It is important to remember that teaching social studies and history will at times require discussion about historic instances of racism. Students should understand the historically accurate past of our nation and that includes some difficult history around racial issues.

