



# **DRAFT COMMITMENT STATEMENT AND DEI DEFINITIONS**



# Our Commitment – Working Draft Statement

As part of our mission as a learning community committed to personal growth and academic excellence, La Cañada Unified School District will provide our students, staff, and families with diverse, equitable, and inclusive environments and experiences. It is essential that LCUSD provides a robust and rigorous educational program that challenges and engages every learner and supports students' educational and life pursuits by fostering and strategically building relationships and behaviors which promote personal health, resilience, agency, and empathy. LCUSD commits to actively promoting diversity, equity, and inclusion as a part of our organizational values and decision-making principles. It is inherent in our district's mission and vision to create welcoming and safe environments in our schools for all students, staff, and families.



# Our Definition – Diversity (Working Draft)

LCUSD defines **diversity** as the array of differences which exist between people, on a personal as well as an organizational level. Those differences include, but are not limited to race, ethnicity, gender, gender identity, sexual orientation, socio-economic class, ability, religion, age, and political beliefs.

# Our Definition – Equity (Working Draft)



**Equity** is recognized by LCUSD as a system of fair treatment, opportunities, and outcomes. Our commitment to equity demands that students and staff be provided with the resources, services, and instruction required for success, based upon their unique needs and circumstances. Likewise, it requires that families be provided with targeted supports to bolster student success. Implicit in this definition is the acknowledgement of (1) inequities that have served as barriers to success for historically marginalized groups and (2) the need for continual analysis and action to prevent and remedy potential inequities.

# Our Definition – Inclusion (Working Draft)



**Inclusion** within LCUSD is the active co-creation of a welcoming climate of care that fosters a sense of belonging and empathy for all. An inclusive environment is one in which every member of the community:

- feels valued and respected
- has equitable access and opportunities
- meaningfully contributes to and sees themselves reflected in the culture of the community.