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# LCUSD's Diversity, Equity, and Inclusion Commitment Statement And Definitions

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# LCUSD Commitment Statement

As part of our mission as a learning community committed to personal growth and academic excellence, La Cañada Unified School District will strive to ensure safer and more welcoming environments and experiences for all students, staff, and families.

LCUSD will actively promote diversity, equity, and inclusion by:

- Preparing LCUSD students to thrive in a diverse world;
- Ensuring LCUSD students and staff are safe, respected, have interpersonal connections, and get the support they need;
- Helping LCUSD students to learn and grow from mistakes and harmful choices.

To achieve this, LCUSD will provide an academically rigorous and culturally responsive educational program designed to challenge and engage every learner. LCUSD will support students' educational and life pursuits by strategically fostering relationships and behaviors which nurture personal health, resilience, agency, and empathy. LCUSD will dynamically engage with our students, staff, and families to identify those who are marginalized and evolve its DEI practices accordingly.

# LCUSD Definition - Diversity

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 and expression, sexual orientation, socio-economic class, ability, religion, family structure, age, and core values.

# LCUSD Definition - Equity

**Equity** is recognized by LCUSD as a system of fair treatment, fair opportunities, and fair 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 differentiated supports to bolster student success. Implicit in this definition is the understanding that (1) inequities have served as barriers to success for historically marginalized groups and (2) there is a need for continual reflection and responsiveness to prevent and remedy potential inequities going forward.

# LCUSD Definition - Inclusion

**Inclusion** within LCUSD is the daily and intentional nurturing and maintenance of a welcoming climate of care, which fosters a sense of belonging and empathy for all. An inclusive environment is one in which every member of the community is supported in order to feel valued and respected, has equitable access and opportunities, and is invited to meaningfully contribute to and help define the culture of the LCUSD community.

The image features a vibrant, abstract background of various colors including green, blue, yellow, and red, with a white rectangular text box in the center. The text is written in a bold, black, sans-serif font. The background has a textured, painterly appearance with visible brushstrokes and color blending.

**Diversity** is a fact.  
**Equity** is a choice.  
**Inclusion** is an  
action.  
**Belonging** is an  
outcome.

- Arthur Chan