

## **DIVERSITY AND MULTICULTURAL EDUCATION**

The Board recognizes the cultural diversity of students, staff, parents, and community members of our school district and acknowledges the educational importance of valuing the diversity of all people in our pluralistic society. Diversity includes but is not limited to: race, religion, gender, culture, age, disability, sexual orientation, and all other perceived differences.

The Board recognizes that diversity-multicultural education is an interdisciplinary process to be integrated into the total school program rather than a single, one-time event or series of activities.

To this end the Board is committed and supportive of the following:

- A. The inherent dignity and the equal and inalienable rights of all students and staff;
- B. The right to and responsibility for an educational environment which extends equal rights to all without discrimination through its policies and practices;
- C. Universal respect for and observance of these rights to ensure that all students are provided a school and classroom environment in which they are free to learn, encouraged to accept and respect themselves, and to treat others with dignity and respect;
- D. A staffing composition of administrators, teachers and all other personnel that is representative of the cultural diversity in the district. Membership in all school district committees shall also be representative of the cultural diversity in the district;
- E. An education of superior quality for all students that includes greater appreciation of and respect for human individuality and cultural differences and similarities which contribute to our democratic nation as a whole, and more particularly the cultural contributions that make up our community; and
- F. Training in diversity-multicultural education issues for all board members, district staff, administrators, teachers, paraprofessionals, volunteers, and community members participating in school sponsored activities;

The superintendent is directed to integrate the purposes and aims of diversity-multicultural education into all aspects of the school program.