



## DEI Definitions & Belief Statement

<b>DEI Definitions</b>		
<p><b>Purpose:</b> To establish a shared organizational understanding of diversity, equity, and inclusion as foundational concepts and terms.</p>		
<p><b>Diversity:</b> variations in human experiences and perspectives</p>	<p><b>Equity:</b> the process and outcome of everyone having what they need to be successful</p>	<p><b>Inclusion:</b> the process of incorporating diverse ideas, identities, and perspectives</p>
<p><b>Diversity reflects</b> the variations in human experiences and perspectives, both visible and invisible. Diversity also refers to differences in how individuals and social groups self-identify. These differences may include but are not limited to: race, ethnicity, class, age, gender, sexuality, ability, religion, and nationality.</p>	<p><b>Equity is</b> the process and outcome of intentional, systematic, and ongoing work to ensure that every individual can thrive and reach their full potential. Equity in action seeks to remove the predictability of success or failure based on social or cultural factors.</p>	<p><b>Inclusion is</b> a process where intentional individual and collective actions are taken to seek, welcome, and incorporate diverse ideas, identities, and perspectives. Inclusion in action aims to create and maintain a culture of respect, involvement, and connection.</p>

## DEI Belief Statement

**Purpose:**

- For individuals: Provide guidance to inform important decisions.
- For staff:
  - Help staff understand alignment with their own values and beliefs.
  - Support staff to live out DEI beliefs in their everyday work and hold others accountable.
- For outside stakeholders: Understand PEBC's commitment and any specific priorities.

<b>What</b>	<b>Why</b>	<b>How</b>
<p>This represents the broad problem of inequity that we aim to address</p>	<p>This represents the mission-critical work PEBC must engage in with internal and external stakeholders</p>	<p>This represents the ways PEBC will address inequities with internal and external stakeholders</p>
<p>Although <a href="#">systems of oppression</a> dehumanize everyone, they disproportionately and uniquely impact historically marginalized communities.</p> <p>Cultivating human dignity is all of our responsibility, and those with racial, cultural, social, and economic privilege have an undisputed responsibility to transform and share power.</p> <p>(Portions adapted from <a href="#">National Equity Project</a>)</p>	<p>When we do not disrupt systems of oppression, we reinforce them. Therefore, as individuals and as an organization, we commit to disrupting inequities.</p> <p>Given our relationships with teachers, schools, districts, systems, leaders, and communities, PEBC must address the impacts of inequities in our education system to fulfill our mission.</p> <p>We commit to building a community of educators who work to achieve equity in their classrooms, schools, and communities – with a concerted emphasis on racial equity.</p>	<p>We contribute to collective efforts to build more equitable communities and systems by elevating awareness, improving policies, increasing pedagogical knowledge, and developing leadership capacity within PEBC, partner schools, and districts.</p> <p>To this end, we:</p> <ul style="list-style-type: none"> <li>- cultivate our <a href="#">cultural humility</a></li> <li>- continually build our awareness about power, privilege, and oppression through researching, listening, and questioning</li> <li>- embed DEI in our strategic planning process</li> <li>- disrupt <a href="#">white supremacy</a> <a href="#">cultural norms</a> individually, interpersonally, and institutionally</li> <li>- regularly assess and reflect on our progress towards becoming an <a href="#">anti-racist and multicultural organization</a></li> </ul>