



DASD DIVERSITY, EQUITY AND INCLUSION



DASD recognizes that many individuals have complex identities in which their experiences have been based, including gender, race, color, creed, sexual orientation and ability. We must respect these differences.

Q What does the DEI Director do?

A The DEI director was hired to assist administrators, staff and students with diversity, equity and inclusion matters within the district. This includes helping schools address the needs of students and families from historically underserved populations.

Q How does DASD promote equity?

A DASD promotes equity by teaching kindness, civility, understanding of people and acceptance of others' lived experiences and backgrounds. It evaluates and recommends equity improvements in DASD policies, practices and procedures. Equity work creates opportunities, not division.

Q Is DASD teaching Critical Race Theory?

A No, DASD does not teach Critical Race Theory (CRT). CRT is an academic movement made up of civil-rights scholars and activists who seek to critically examine the law as it intersects with issues of race. This is not currently taught in DASD and there are no plans to do so in the future.

Q How does DEI support mental health?

A Schools that are inclusive and foster the whole child are better able to meet the wellness and academic needs of all students. DEI creates a culture of kindness, respect, compassion and grace. School-wide strategies that align wellness, inclusion, diversity and equity empower all students to meet their individual and unique goals.

Q How will the DEI Director support hiring?

A DASD is expanding our recruiting efforts to recruit diverse teachers with diverse teaching experiences and we are making efforts to ensure that our staff are reflective of our student body. As in the past, DASD will always hire the most qualified candidate for the job.

Q Does DEI work further divide our community by dredging up the past or focusing on our differences?

A No, DEI works to create a culture where every individual can feel included and thrive. DASD values collaborative learning and critical thinking while remaining focused on serving the whole student and student wellness.