

# An Equity Affirmation for School Leaders

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## **Mindsets**

### **I believe that:**

\_\_\_ all students can learn regardless of their background.

\_\_\_ all students should have equal access to an outstanding education regardless of their race/ethnicity, socioeconomic status, home life, gender, sexual orientation, who their parents/guardians are, or the community in which they live.

\_\_\_ I have a professional obligation to provide all of my students regardless of background with equal access to an outstanding education.

\_\_\_ all students deserve to be treated fairly regardless of their race/ethnicity, socioeconomic status, home life, gender, sexual orientation, who their parents/guardians are, or the community in which they live.

## **Personal Accountability**

### **I will hold myself accountable for:**

--improving the racial climate on campus.

--ensuring that all stakeholders are treated fairly, respectfully, and in a professional manner, regardless of their race or ethnicity.

--identifying and addressing my own mindsets, beliefs, and unconscious biases that may impede my progress with parents/guardians, students, teachers, and staff.

--providing my teachers, staff, and other school leaders with the information, training, and assistance needed to improve their work with all parents/guardians, and students.

- asking district leaders for assistance as needed.
- holding teachers, staff, and students accountable for behavior that is based on biases.
- treating all parents/guardians, respectfully regardless of their race or ethnicity.
- providing parents/guardians with a balanced perspective of their child.
- not waiting until a situation has gotten out of control before contacting parents/guardians.
- treating all students fairly, regardless of their race or ethnicity.
- refusing to engage in racial profiling.
- striving to build positive professional relationships with students.
- finding innovative ways to increase parent/guardian engagement.

**I will:**

- treat all students fairly, respectfully, and in a professional manner, regardless of their race or ethnicity.
- treat all parents/guardians, and other visitors to campus fairly, respectfully, and in a professional manner, regardless of their race or ethnicity.
- treat all teachers, staff, and school leaders fairly, respectfully, and in a professional manner, regardless of their race or ethnicity.
- greet each visitor to campus by saying in a *pleasant and polite* manner, “Good morning (or afternoon). How can I help you?” regardless of the visitor’s race or ethnicity.
- strive to make each visitor feel welcomed and respected, regardless of the visitor’s race or ethnicity.