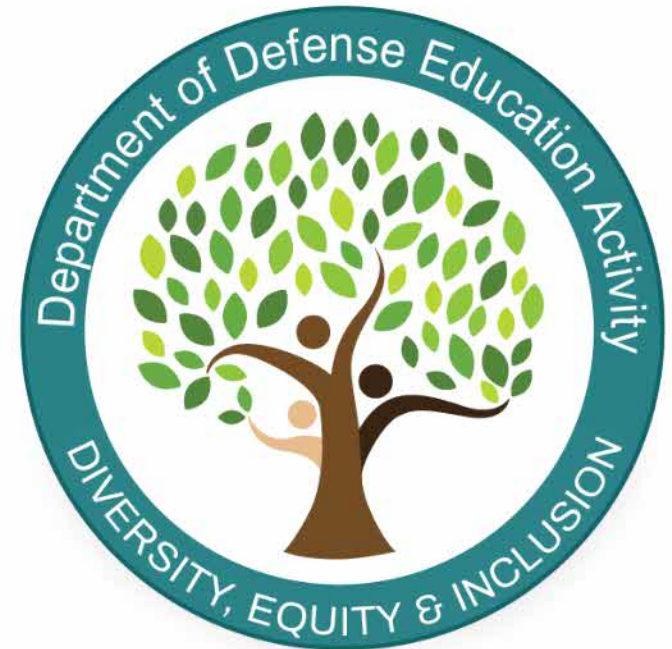




Strategic Initiative 4.4
Kelisa Wing, Chief DEI

By the end of this session, we will have:

- Defined diversity, equity, and inclusion and its alignment to Strategic Initiative 4.4





Be a learner first,
as you share your
knowledge.



Embrace people
and assume
positive intent to
build on ideas.



Notice your
internal dialogue
and reflect on
why.



Pursue messy
conversations that
allow us to be
curious about each
other's ideas.



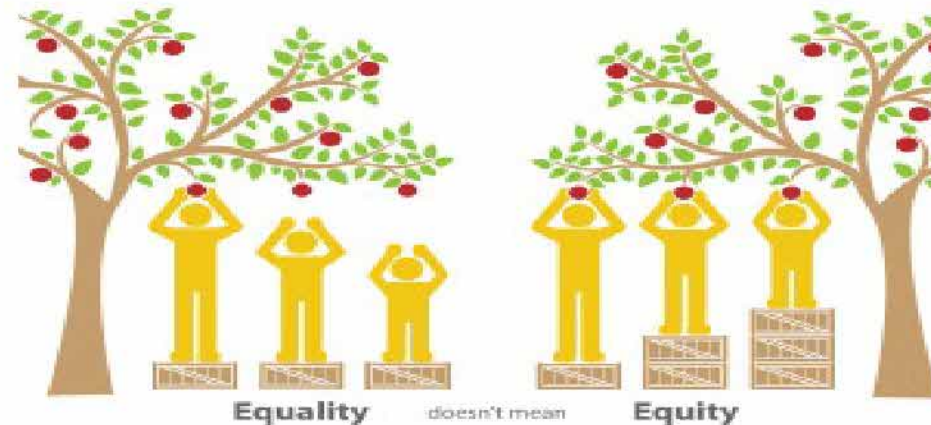
Diversity is...

- The presence of differences that may include race, gender, gender identity, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.



Equity is...

- promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.



Inclusion is...

- an outcome to ensure those that are diverse feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals can participate fully in the decision-making processes and development opportunities within an organization or group.



DoDEA's mission is “Educate, Engage, and Empower military-connected students to succeed in a dynamic world.”

DoDEA's vision is “Excellence in Education for Every Student, Every Day, Everywhere.”

Strategic Initiative 4.4 • Equity for Students, Employees, and Families: Stand up and grow Diversity, Equity, and Inclusion (DEI) structures to lead and implement DEI across the organization so that all students, employees, and families feel welcomed, respected, engaged, and empowered.



How do the essential actions reinforce SI 4.4?

DoDEA Vision

- How can you increase leadership accountability for implementing the DoDEA vision?
- What does EVERY child mean to you?



Welcomed



- How can you increase leadership accountability for implementing the DoDEA mission?
- How will you monitor to ensure equitable outcomes for EVERY child?

Respected



- Require consistent high expectations for all students and teachers:
- How will you use the DoDEA tools (e.g., Focused Collaboration, LWT, observations) to assist in having high expectations for learners and educators to ensure equitable outcomes?

Engaged

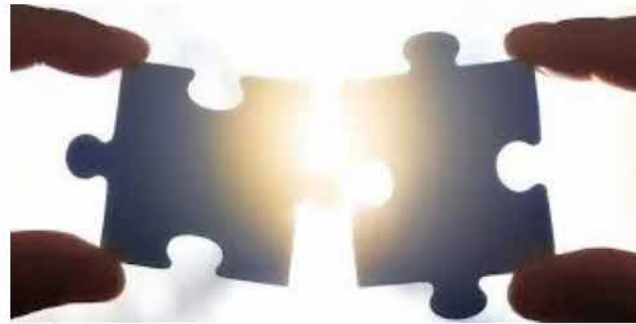
- Provide opportunities and resources to develop knowledge of relevant meaningful instruction:
- How will you use resources and opportunities to further develop knowledge for yourself and others to ensure equitable outcomes?



Empowered

- Develop structure for continual job-embedded professional learning:
- What is your IMMEDIATE next step to embed professional learning to ensure equitable outcomes?





“We seek to integrate DEI into everything that we do — recruitment and retention, development and promotion, teaching and learning, and our culture and climate.”

– Tom Brady, DoDEA Director